

**CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.
ELECTRIC CASE EXHIBITS
VOLUME 3**

<u>TAB NO.</u>	<u>WITNESSES</u>	<u>EXHIBIT NOS.</u>
108 - 110	Compensation and Benefits Panel	(AH/CBP-1) - (AH/CBP-3)

AH C/BP - 1 Peer Group and Geographic Differentials**Consolidated Edison of New York (CECONY) 2014 Competitive Analysis***Geographic Differentials¹ between Peer Company Headquarters and New York City*

Peer Company	Peer Company Headquarters	Geographic Differential
General Industry		
Alcatel-Lucent	Murray Hill, New Jersey (Newark)	101.2%
American International Group, Inc.	New York, NY	100.0%
Automatic Data Processing, Inc.	Roseland, New Jersey (Newark)	101.2%
Avon Products, Inc.	New York, NY	100.0%
Barnes Group Inc.	Bristol, CT (New Britain)	109.2%
Broadridge Financial Solutions, Inc.	Lake Success, NY (Queens)	100.2%
Campbell Soup Company	Camden, NJ (Trenton)	102.1%
Comcast Corporation	Philadelphia, PA	113.2%
Curtiss-Wright Corporation	Parsippany, NJ (Passaic)	101.2%
Deloitte Services LLP	New York, NY	100.0%
Diageo North America, Inc.	Norwalk, CT (Stamford)	105.2%
Fifth & Pacific Companies Inc	New York, NY	100.0%
Foster Wheeler	Clinton, NJ (Somerset)	100.8%
Johnson & Johnson	New Brunswick, NJ	100.8%
PepsiCo, Inc.	Purchase, NY	100.0%
Reckitt Benckiser Inc.	Parsippany, NJ (Passaic)	101.2%
Revlon, Inc.	New York, NY	100.0%
SAP America, Inc.	Newtown Square, PA (Philadelphia)	113.2%
Siemens Corporation	New York, NY	100.0%
Starwood Hotels & Resorts Worldwide, Inc.	Stamford, CT	105.2%
Toys R Us, Inc.	Wayne, NJ (Passaic)	101.2%
Tyco International, Ltd.	Princeton, NJ (New Brunswick)	100.8%
Unilever United States Inc.	New York, NY	100.0%
United Technologies Corporation	Hartford, CT	109.2%
Verizon Communications Inc.	Basking Ridge, NJ (Somerset)	100.8%

AH C/BP - 1 Peer Group and Geographic Differentials

Consolidated Edison of New York (CECONY) 2014 Competitive Analysis

Geographic Differentials¹ between Peer Company Headquarters and New York City

Peer Company	Peer Company Headquarters	Geographic Differential
Utility Industry		
American Electric Power Company, Inc.	Columbus, OH	118.1%
Black Hills Corporation	Rapid City, SD	130.1%
CenterPoint Energy, Inc.	Houston, TX	117.3%
Cleco Corporation	Pineville, LA (Alexandria)	139.8%
CMS Energy	Jackson, MI (Ann Arbor)	111.3%
Dominion Resources, Inc.	Richmond, VA	116.7%
DTE Energy Company	Detroit, MI	115.8%
Duke Energy Corporation	Charlotte, NC	118.4%
Edison International	Rosemead, CA (Los Angeles)	108.1%
Energy Future Holdings Corp.	Dallas, TX	117.7%
Entergy Services, Inc.	New Orleans, LA	115.1%
Exelon Corporation	Chicago, IL	111.2%
FirstEnergy Corp.	Akron, OH	123.3%
Hawaiian Electric Industries, Inc.	Honolulu, HI	106.1%
NextEra Energy, Inc.	Juno Beach, FL (Fort Lauderdale)	120.2%
NiSource Inc.	Merrillville, IN (Gary)	121.0%
Northeast Utilities Service Company	Berlin, CT (New Britain)	109.2%
NV Energy, Inc.	Las Vegas, NV	118.9%
ONEOK Inc.	Tulsa, OK	123.1%
Pacific Gas & Electric Company	San Francisco, CA	96.5%
Portland General Electric Company	Portland, OR	114.1%
PPL Corporation	Allentown, PA	120.5%
Public Service Enterprise Group	Newark, NJ	101.2%
Southern Company	Atlanta, GA	117.5%
Washington Gas Light Company	Washington DC	107.6%
Average of All Peers		109.3%
Average of Utility Peers		116.0%

¹ Per Salary.com

AH C/BP - 2 Benefit Index Results

50 Blended Peers	CECONY Benefits vs Blended Peers
All Benefits	97.9
All Postretirement Benefits ¹	127.3
All Preretirement Welfare Benefits ²	81.6
Vacation and Holidays	99.4

¹ All postretirement benefits includes retirement (pension and thrift savings), and post-retirement healthcare and life insurance.

² All pre-retirement welfare benefits includes life insurance, short and long-term disability, active health, dental and vision.

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4L	Director	AUDITING Cust Ops Fin & Procmtnt	Cust Ops Finance & Procur	Benchmark Data Available	AFU010M4	TW-CDB-GI: Audit and Financial/Business Controls / AFU010 General Audit / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	AUDITING Cust Ops Fin & Procmtnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.477	AH-TCM-GI: Finance / 080--Audit / Senior Manager Audit	M3 (Senior Manager)
3L	Section Manager	AUDITING Cust Ops Fin & Procmtnt (Cust Ops)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.477	AH-TCM-GI: Finance / 080--Audit / Senior Manager Audit	M3 (Senior Manager)
2H	Project Auditor	AUDITING Cust Ops Fin & Procmtnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	AFU010P4	TW-CDB-GI: Audit and Financial/Business Controls / AFU010 General Audit / Specialist (P4)	P4 (Specialist)
2H	Project Auditor	AUDITING Cust Ops Fin & Procmtnt (Cust Ops)	Cust Ops Finance & Procur	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU000P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Project Auditor	AUDITING Cust Ops Fin & Procmtnt (Cust Ops)	Cust Ops Finance & Procur	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU000P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Project Auditor	AUDITING Cust Ops Fin & Procmtnt (Cust Ops)	Cust Ops Finance & Procur	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU000P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Master (P5)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
4L	Director	<ul style="list-style-type: none"> Develops, plans and evaluates internal audit programs for the organization's accounting and statistical records and the activities of various departments to ensure compliance with the organization's policies, procedures and standards Determines proper accountability of assets Audits accounting records of contract agreements in which the organization is involved Prepares reports for management on the results of audits, providing recommendations on improvements Interfaces with and assists outside auditors to expedite their work
3L	Section Manager	<p>Performs and manages audits of financial accounting and internal operational controls to ascertain compliance with internal policies/procedures and best practices. May manage examinations and reviews to ensure compliance with SEC, FINRA and other regulatory requirements. Provides executive management with reports on audit findings, root causes and provide recommendations on areas for improvement in business processes and internal controls to prevent/minimize future control risks. Monitors management's achievement of corrective action plans from prior audits to ensure complete follow-through and closure of identified risks. Periodically meet with the external auditors. Assist Head of Internal Audit in the preparation of the risk analysis and audit plan; assist in developing audit committee presentations. May plan and execute special projects. Lead frontline audit managers. Multiple incumbents can be matched to this benchmark position at the same business unit.</p>
3L	Section Manager	<p>Performs and manages audits of financial accounting and internal operational controls to ascertain compliance with internal policies/procedures and best practices. May manage examinations and reviews to ensure compliance with SEC, FINRA and other regulatory requirements. Provides executive management with reports on audit findings, root causes and provide recommendations on areas for improvement in business processes and internal controls to prevent/minimize future control risks. Monitors management's achievement of corrective action plans from prior audits to ensure complete follow-through and closure of identified risks. Periodically meet with the external auditors. Assist Head of Internal Audit in the preparation of the risk analysis and audit plan; assist in developing audit committee presentations. May plan and execute special projects. Lead frontline audit managers. Multiple incumbents can be matched to this benchmark position at the same business unit.</p>
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2L	Sr Auditor	AUDITING Cust Ops Fin & Procmt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080--Audit / Auditor-Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin & Procmt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080--Audit / Auditor-Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin & Procmt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080--Audit / Auditor-Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin & Procmt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080--Audit / Auditor-Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin & Procmt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080--Audit / Auditor-Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin & Procmt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080--Audit / Auditor-Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin & Procmt (Cust Ops)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080--Audit / Auditor-Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin & Procmt (Cust Ops)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080--Audit / Auditor-Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin & Procmt (Cust Ops)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080--Audit / Auditor-Senior	P3 (Career)
1H	Auditor	AUDITING Cust Ops Fin & Procmt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.058	AH-TCM-GI: Finance / 080--Audit / Auditor-Intermediate	P2 (Intermediate)
1H	Auditor	AUDITING Cust Ops Fin & Procmt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.058	AH-TCM-GI: Finance / 080--Audit / Auditor-Intermediate	P2 (Intermediate)
1H	Auditor	AUDITING Cust Ops Fin & Procmt (Cust Ops)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.058	AH-TCM-GI: Finance / 080--Audit / Auditor-Intermediate	P2 (Intermediate)
4L	Director	AUDITING EH&S Operations & IT	EH&S, Operations and IT	Benchmark Data Available	AFU010M4	TW-CDB-GI: Audit and Financial/Business Controls / AFU010 General Audit / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Benchmark Data Available	FIN.080.477	AH-TCM-GI: Finance / 080--Audit / Senior Manager Audit	M3 (Senior Manager)
3L	Section Manager	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	FIN.080.477	AH-TCM-GI: Finance / 080--Audit / Senior Manager Audit	M3 (Senior Manager)

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Band	Job Title	Description
2H	Project Auditor	<ul style="list-style-type: none"> Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
2L	Sr Auditor	Responsible for leading the most complex activities associated with auditing. Participates in planning and conducting financial and operational audits, as well as leading/coaching other auditors. Role typically requires more than 5 years of experience.
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1H	Auditor	Responsible for assisting in the execution of moderately complex financial and operational audits with minimum supervision. Reviews financial and operating procedures to determine whether or not internal controls are being properly applied. Suggests corrective measures for any questionable data or procedures. Role typically requires between 3 and 5 years of experience.
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3L	Section Manager	Performs and manages audits of financial accounting and internal operational controls to ascertain compliance with internal policies/procedures and best practices. May manage examinations and reviews to ensure compliance with SEC, FINRA and other regulatory requirements. Provides executive management with reports on audit findings, root causes and provide recommendations on areas for improvement in business processes and internal controls to prevent/minimize future control risks. Monitors management's achievement of corrective action plans from prior audits to ensure complete follow-through and closure of identified risks. Periodically meet with the external auditors. Assist Head of Internal Audit in the preparation of the risk analysis and audit plan; assist in developing audit committee presentations. May plan and execute special projects. Lead frontline audit managers. Multiple incumbents can be matched to this benchmark position at the same business unit.
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2014 Competitive Analysis

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	AUDITING EH&S Operations & IT (IT)	EH&S, Operations and IT	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU020M3	TW-CDB-GI: Audit and Financial/Business Controls / AFU020 IS Audit / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	FIN.080.477	AH-TCM-GI: Finance / 080--Audit / Senior Manager Audit	M3 (Senior Manager)
2H	Project Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Project Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
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2H	Project Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU000P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
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2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> Develops, directs, plans and evaluates internal audit programs for the organization's information systems and related procedures to ensure compliance with the organization's policies, procedures and standards Audits information systems applications to ensure that appropriate controls exist and that information produced by the system is accurate Advises others on information systems internal controls and security procedures Prepares reports and recommendations for management on the results of information systems audits
3L	Section Manager	<p>Performs and manages audits of financial accounting and internal operational controls to ascertain compliance with internal policies/procedures and best practices. May manage examinations and reviews to ensure compliance with SEC, FINRA and other regulatory requirements. Provides executive management with reports on audit findings, root causes and provide recommendations on areas for improvement in business processes and internal controls to prevent/minimize future control risks. Monitors management's achievement of corrective action plans from prior audits to ensure complete follow-through and closure of identified risks. Periodically meet with the external auditors. Assist Head of Internal Audit in the preparation of the risk analysis and audit plan; assist in developing audit committee presentations. May plan and execute special projects. Lead frontline audit managers. Multiple incumbents can be matched to this benchmark position at the same business unit</p>
2H	Project Auditor	<ul style="list-style-type: none"> Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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2H	Project Auditor	AUDITING EH&S Operations & IT (IT)	EH&S, Operations and IT	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU020P4	TW-CDB-GI: Audit and Financial/Business Controls / AFU020 IS Audit / Specialist (P4)	P4 (Specialist)
2L	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
2H	Project Auditor	<ul style="list-style-type: none"> ● Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive ● Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards ● Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action ● Ensures that documentation for all processes across the organization is reviewed and updated periodically ● May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act ● Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
2H	Project Auditor	<ul style="list-style-type: none"> ● Develops, directs, plans and evaluates internal audit programs for the organization's information systems and related procedures to ensure compliance with the organization's policies, procedures and standards ● Audits information systems applications to ensure that appropriate controls exist and that information produced by the system is accurate ● Advises others on information systems internal controls and security procedures ● Prepares reports and recommendations for management on the results of information systems audits
2H	Project Auditor	<ul style="list-style-type: none"> ● Develops, directs, plans and evaluates internal audit programs for the organization's information systems and related procedures to ensure compliance with the organization's policies, procedures and standards ● Audits information systems applications to ensure that appropriate controls exist and that information produced by the system is accurate ● Advises others on information systems internal controls and security procedures ● Prepares reports and recommendations for management on the results of information systems audits
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2L	Sr Auditor	<ul style="list-style-type: none"> ● Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive ● Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards ● Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action ● Ensures that documentation for all processes across the organization is reviewed and updated periodically ● May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act ● Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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2L	Sr Auditor	<ul style="list-style-type: none"> ● Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive ● Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards ● Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action ● Ensures that documentation for all processes across the organization is reviewed and updated periodically ● May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act ● Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
2L	Sr Auditor	<ul style="list-style-type: none"> ● Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive ● Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards ● Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action ● Ensures that documentation for all processes across the organization is reviewed and updated periodically ● May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act ● Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Auditor	<ul style="list-style-type: none"> ● Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive ● Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards ● Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action ● Ensures that documentation for all processes across the organization is reviewed and updated periodically ● May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act ● Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (IT)	EH&S, Operations and IT	Benchmark Data Available	AFU020P3	TW-CDB-GI: Audit and Financial/Business Controls / AFU020 IS Audit / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (IT)	EH&S, Operations and IT	Benchmark Data Available	AFU020P3	TW-CDB-GI: Audit and Financial/Business Controls / AFU020 IS Audit / Career (P3)	P3 (Career)
2H	Project Specialist	AUDITING Office of VP	Off Of VP & General Auditor	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU000P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
1H	System Analyst	AUDITING Office of VP	Off Of VP & General Auditor	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020--Applications / Business Systems Consultant-Intermediate	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Auditor	<ul style="list-style-type: none"> Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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2L	Sr Auditor	<ul style="list-style-type: none"> Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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2L	Sr Auditor	<ul style="list-style-type: none"> Develops, directs, plans and evaluates internal audit programs for the organization's information systems and related procedures to ensure compliance with the organization's policies, procedures and standards Audits information systems applications to ensure that appropriate controls exist and that information produced by the system is accurate Advises others on information systems internal controls and security procedures Prepares reports and recommendations for management on the results of information systems audits
2L	Sr Auditor	<ul style="list-style-type: none"> Develops, directs, plans and evaluates internal audit programs for the organization's information systems and related procedures to ensure compliance with the organization's policies, procedures and standards Audits information systems applications to ensure that appropriate controls exist and that information produced by the system is accurate Advises others on information systems internal controls and security procedures Prepares reports and recommendations for management on the results of information systems audits
2H	Project Specialist	<ul style="list-style-type: none"> Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
1H	System Analyst	<p>Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.</p>

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Executive Assistant 1L	BSS Office of SVP	Off Sr VP Business Shared Svcs	Benchmark Data Available	AAS042u2	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Intermediate (U2)	U1 (Entry)
1H	Operating Supervisor	CFS Capital Tools	Astoria Operations	Benchmark Data Available	AAT010M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CFS Cranes and Rigging	Astoria Operations	Benchmark Data Available	AAT010M3	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Senior Manager (M3)	M3 (Senior Manager)
2L	Administrator	CFS Cranes and Rigging	Astoria Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010P4	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CFS Cranes and Rigging	Astoria Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010P4	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CFS Cranes and Rigging	Astoria Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010P4	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Specialist (P4)	P3 (Career)
1H	Supervisor	CFS Cranes and Rigging	Astoria Operations	Benchmark Data Available	AAT010M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Cranes and Rigging	Astoria Operations	Benchmark Data Available	AAT010M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	CFS Cranes and Rigging	Astoria Operations	Benchmark Data Available	AAT010P2	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CFS Emergency Operations	Astoria Operations	Benchmark Data Available	AAY000M3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CFS Emergency Operations	Astoria Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAY000P5	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Master (P5)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1L	Executive Assistant 1L	<ul style="list-style-type: none"> Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization
1H	Operating Supervisor	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3L	Section Manager	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Administrator	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Sr Specialist	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Field Operations Planner	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Supervisor	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Operating Supervisor	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Specialist	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3L	Section Manager	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2H	Project Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CFS Emergency Operations	Astoria Operations	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CFS Emergency Operations	Astoria Operations	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CFS Emergency Operations	Astoria Operations	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
3L	Section Manager	CFS Environmental Operations	Astoria Operations	Benchmark Data Available	AAT010M3	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Senior Manager (M3)	M3 (Senior Manager)
2L	Technical Supervisor	CFS Environmental Operations	Astoria Operations	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Manager (M2)	P3 (Career)
1H	Operating Supervisor	CFS Environmental Operations	Astoria Operations	Benchmark Data Available	AAT010M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	AAT010M3	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	CFS Fleet Operations	Astoria Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010P4	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	AH-TCM-GI: Supply Chain / 100--Transportation / Fleet Manager	P2 (Intermediate)
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	AH-TCM-GI: Supply Chain / 100--Transportation / Fleet Manager	P2 (Intermediate)
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	AH-TCM-GI: Supply Chain / 100--Transportation / Fleet Manager	P2 (Intermediate)
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	AH-TCM-GI: Supply Chain / 100--Transportation / Fleet Manager	P2 (Intermediate)
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	AH-TCM-GI: Supply Chain / 100--Transportation / Fleet Manager	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
3L	Section Manager	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Technical Supervisor	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Operating Supervisor	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3L	Section Manager	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Field Operations Planner	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Operating Supervisor	Responsible for the operation and maintenance of all owned and leased transportation vehicles operated in the organization. Manages leasing, purchasing, insurance, and related record keeping for the vehicles and ensures that transportation is provided at minimum cost with sound safety practices.
1H	Operating Supervisor	Responsible for the operation and maintenance of all owned and leased transportation vehicles operated in the organization. Manages leasing, purchasing, insurance, and related record keeping for the vehicles and ensures that transportation is provided at minimum cost with sound safety practices.
1H	Operating Supervisor	Responsible for the operation and maintenance of all owned and leased transportation vehicles operated in the organization. Manages leasing, purchasing, insurance, and related record keeping for the vehicles and ensures that transportation is provided at minimum cost with sound safety practices.
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1H	Operating Supervisor	Responsible for the operation and maintenance of all owned and leased transportation vehicles operated in the organization. Manages leasing, purchasing, insurance, and related record keeping for the vehicles and ensures that transportation is provided at minimum cost with sound safety practices.

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	AH-TCM-GI: Supply Chain / 100--Transportation / Fleet Manager	P2 (Intermediate)
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	AH-TCM-GI: Supply Chain / 100--Transportation / Fleet Manager	P2 (Intermediate)
3L	Section Manager	CFS Technical Services	Astoria Operations	Benchmark Data Available	AAT010M3	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Senior Manager (M3)	M3 (Senior Manager)
2L	Technical Supervisor	CFS Technical Services	Astoria Operations	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Manager (M2)	P3 (Career)
2L	Technical Supervisor	CFS Technical Services	Astoria Operations	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Manager (M2)	P3 (Career)
2L	Technical Supervisor	CFS Technical Services	Astoria Operations	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Manager (M2)	P3 (Career)
2L	Technical Supervisor	CFS Technical Services	Astoria Operations	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Manager (M2)	P3 (Career)
2L	Technical Supervisor	CFS Technical Services	Astoria Operations	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Manager (M2)	P3 (Career)
2H	Manager	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180--Health, Safety and Environment / Health, Safety and Environment Manager	M2 (Manager)
2L	Sr Specialist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	Responsible for the operation and maintenance of all owned and leased transportation vehicles operated in the organization. Manages leasing, purchasing, insurance, and related record keeping for the vehicles and ensures that transportation is provided at minimum cost with sound safety practices.
1H	Operating Supervisor	Responsible for the operation and maintenance of all owned and leased transportation vehicles operated in the organization. Manages leasing, purchasing, insurance, and related record keeping for the vehicles and ensures that transportation is provided at minimum cost with sound safety practices.
3L	Section Manager	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Technical Supervisor	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Technical Supervisor	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Technical Supervisor	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Technical Supervisor	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Technical Supervisor	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2H	Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2L	Sr Specialist	<ul style="list-style-type: none"> Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Scientist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Scientist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
4L	General Manager	CFS GM and Staff	Off Of VP Central Field Servs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010M4	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Group Manager (M4)	M4 (Group Mgr)
4L	General Manager	CFS GM and Staff	Off Of VP Central Field Servs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010M4	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Group Manager (M4)	M4 (Group Mgr)
4L	General Manager	CFS GM and Staff	Off Of VP Central Field Servs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010M4	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	CFS GM and Staff	Off Of VP Central Field Servs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010M4	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	CFS Operations Services	Off Of VP Central Field Servs	Benchmark Data Available	AAT010M3	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CFS Operations Services	Off Of VP Central Field Servs	Benchmark Data Available	AAT010P3	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Career (P3)	P3 (Career)
2L	General Supervisor	CFS Operations Services	Off Of VP Central Field Servs	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Manager (M2)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
2L	Scientist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Scientist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
4L	General Manager	<ul style="list-style-type: none"> • Operates and maintains motor vehicles and equipment • Schedules and dispatches the organization's vehicles and drivers • Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations • Develops design specifications for vehicle requisitions • May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
4L	General Manager	<ul style="list-style-type: none"> • Operates and maintains motor vehicles and equipment • Schedules and dispatches the organization's vehicles and drivers • Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations • Develops design specifications for vehicle requisitions • May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
4L	General Manager	<ul style="list-style-type: none"> • Operates and maintains motor vehicles and equipment • Schedules and dispatches the organization's vehicles and drivers • Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations • Develops design specifications for vehicle requisitions • May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3H	Department Manager	<ul style="list-style-type: none"> • Operates and maintains motor vehicles and equipment • Schedules and dispatches the organization's vehicles and drivers • Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations • Develops design specifications for vehicle requisitions • May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3L	Section Manager	<ul style="list-style-type: none"> • Operates and maintains motor vehicles and equipment • Schedules and dispatches the organization's vehicles and drivers • Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations • Develops design specifications for vehicle requisitions • May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Sr Specialist	<ul style="list-style-type: none"> • Operates and maintains motor vehicles and equipment • Schedules and dispatches the organization's vehicles and drivers • Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations • Develops design specifications for vehicle requisitions • May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	General Supervisor	<ul style="list-style-type: none"> • Operates and maintains motor vehicles and equipment • Schedules and dispatches the organization's vehicles and drivers • Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations • Develops design specifications for vehicle requisitions • May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CFS Operations Services	Off Of VP Central Field Servs	Benchmark Data Available	AAT010P3	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Career (P3)	P3 (Career)
2L	Sr Specialist	CFS Operations Services	Off Of VP Central Field Servs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010P4	TW-CDB-GI: Transportation Svcs. and Administration / AAT010 Vehicle Fleet Management / Specialist (P4)	P3 (Career)
3L	Section Manager	CFS Astoria Storeroom	Stores Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC040m3	TW-CDB-GI: Supply Chain and Logistics / ASC040 Warehousing / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	CFS Astoria Storeroom	Stores Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC040P3	TW-CDB-GI: Supply Chain and Logistics / ASC040 Warehousing / Career (P3)	P3 (Career)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	M1 (Supervisor)
1H	Operating Supervisor	CFS Bronx Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Bronx Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Brooklyn Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Sr Specialist	<ul style="list-style-type: none"> Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3L	Section Manager	<ul style="list-style-type: none"> Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
2L	Field Operations Planner	<ul style="list-style-type: none"> Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	CFS Brooklyn Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
3L	Section Manager	CFS Manhattan Storeroom	Stores Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC040m3	TW-CDB-GI: Supply Chain and Logistics / ASC040 Warehousing / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	CFS Manhattan Storeroom	Stores Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC040P3	TW-CDB-GI: Supply Chain and Logistics / ASC040 Warehousing / Career (P3)	P3 (Career)
1H	Operating Supervisor	CFS Manhattan Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Manhattan Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
2L	Field Operations Planner	CFS Queens Storeroom	Stores Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC040P3	TW-CDB-GI: Supply Chain and Logistics / ASC040 Warehousing / Career (P3)	P3 (Career)
1H	Operating Supervisor	CFS Queens Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Staten Island Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
3L	Section Manager	CFS Westchester Storeroom	Stores Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC040m3	TW-CDB-GI: Supply Chain and Logistics / ASC040 Warehousing / Senior Manager (M3)	M3 (Senior Manager)
1H	Operating Supervisor	CFS Westchester Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Westchester Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140--Warehouse / Warehouse Supervisor	P2 (Intermediate)
2H	Manager	CFS Astoria Garage	Transportation Operations	Benchmark Data Available	SPC.100.404	AH-TCM-GI: Supply Chain / 100--Transportation / Transportation Manager	M2 (Manager)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
3L	Section Manager	<ul style="list-style-type: none"> • Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment • Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse • Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures • Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space • Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
2L	Field Operations Planner	<ul style="list-style-type: none"> • Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment • Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse • Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures • Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space • Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
2L	Field Operations Planner	<ul style="list-style-type: none"> • Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment • Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse • Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures • Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space • Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
3L	Section Manager	<ul style="list-style-type: none"> • Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment • Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse • Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures • Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space • Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
2H	Manager	Provides direction and expertise on the implementation of cost-effective systems required by the company. Develops and ensures implementation of policies and procedures covering rate negotiation and purchase of transportation, freight bill auditing and overcharge claims, fleet management, and optimum traffic routes. Identifies and analyzes transportation costs, equipment availability, and service levels, making recommendations as required to improve the effectiveness of transportation programs. Ensures that unit is in compliance with tariff rules, I.C.C. regulations, and federal and state transportation laws.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	CFS Astoria Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Chief Automotive Engineer	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	aat015m4	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	CFS Automotive Engineering	Transportation Operations	Benchmark Data Available	SPC.100.404	AH-TCM-GI: Supply Chain / 100--Transportation / Transportation Manager	M3 (Senior Manager)
2H	Sr Engineer	CFS Automotive Engineering	Transportation Operations	Benchmark Data Available	ENG.000.439	AH-TCM-GI: Engineering / 000--General / Engineer-Advanced Senior (All Disciplines)	P4 (Specialist)
2H	Sr Engineer	CFS Automotive Engineering	Transportation Operations	Benchmark Data Available	ENG.100.402	AH-TCM-GI: Engineering / 100--Project Engineering / Engineer-Senior (All Disciplines)	P4 (Specialist)
2H	Systems Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P5	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Master (P5)	P4 (Specialist)
2L	Administrator	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P4	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P3	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Career (P3)	P3 (Career)
2L	Sr Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P4	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
3H	Chief Automotive Engineer	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
3L	Section Manager	Provides direction and expertise on the implementation of cost-effective systems required by the company. Develops and ensures implementation of policies and procedures covering rate negotiation and purchase of transportation, freight bill auditing and overcharge claims, fleet management, and optimum traffic routes. Identifies and analyzes transportation costs, equipment availability, and service levels, making recommendations as required to improve the effectiveness of transportation programs. Ensures that unit is in compliance with tariff rules, I.C.C. regulations, and federal and state transportation laws.
2H	Sr Engineer	Coordinates complex and multi-disciplined engineering projects from design to implementation in accordance with the company's policies. Serves as an expert resource for other engineers.
2H	Sr Engineer	Responsible for moderately complex engineering projects. Performs project engineering work from design to implementation in accordance with the company's policies. Supervises assigned technical associates and coordinates all work within the scope of assigned projects. Serves as a consultant to others as assigned, providing technical information and engineering recommendations that assist with various projects and training purposes. Role typically requires more than 5 years of experience.
2H	Systems Specialist	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
2L	Administrator	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
2L	Sr Specialist	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
2L	Sr Specialist	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P3	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Career (P3)	P3 (Career)
1H	Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P2	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P3	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Career (P3)	P2 (Intermediate)
1H	Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P3	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Career (P3)	P2 (Intermediate)
1H	Operating Supervisor	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Bronx Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Bronx Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Bronx Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
1H	Specialist	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
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1H	Operating Supervisor	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
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1H	Operating Supervisor	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	CFS Bronx Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Brooklyn Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CFS Manhattan Garage	Transportation Operations	Benchmark Data Available	SPC.100.404	AH-TCM-GI: Supply Chain / 100-- Transportation / Transportation Manager	M3 (Senior Manager)
2L	Sr Specialist	CFS Manhattan Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P4	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	CFS Manhattan Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Manhattan Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Manhattan Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Manhattan Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CFS Queens Garage	Transportation Operations	Benchmark Data Available	SPC.100.404	AH-TCM-GI: Supply Chain / 100-- Transportation / Transportation Manager	M3 (Senior Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
3L	Section Manager	Provides direction and expertise on the implementation of cost-effective systems required by the company. Develops and ensures implementation of policies and procedures covering rate negotiation and purchase of transportation, freight bill auditing and overcharge claims, fleet management, and optimum traffic routes. Identifies and analyzes transportation costs, equipment availability, and service levels, making recommendations as required to improve the effectiveness of transportation programs. Ensures that unit is in compliance with tariff rules, I.C.C. regulations, and federal and state transportation laws.
2L	Sr Specialist	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
3L	Section Manager	Provides direction and expertise on the implementation of cost-effective systems required by the company. Develops and ensures implementation of policies and procedures covering rate negotiation and purchase of transportation, freight bill auditing and overcharge claims, fleet management, and optimum traffic routes. Identifies and analyzes transportation costs, equipment availability, and service levels, making recommendations as required to improve the effectiveness of transportation programs. Ensures that unit is in compliance with tariff rules, I.C.C. regulations, and federal and state transportation laws.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	CFS Queens Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P4	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CFS Queens Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P4	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	CFS Queens Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Queens Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Staten Island Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CFS Westchester Garage	Transportation Operations	Benchmark Data Available	SPC.100.404	AH-TCM-GI: Supply Chain / 100-- Transportation / Transportation Manager	M3 (Senior Manager)
2L	Sr Specialist	CFS Westchester Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P3	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	CFS Westchester Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Westchester Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
2L	Sr Specialist	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
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3L	Section Manager	Provides direction and expertise on the implementation of cost-effective systems required by the company. Develops and ensures implementation of policies and procedures covering rate negotiation and purchase of transportation, freight bill auditing and overcharge claims, fleet management, and optimum traffic routes. Identifies and analyzes transportation costs, equipment availability, and service levels, making recommendations as required to improve the effectiveness of transportation programs. Ensures that unit is in compliance with tariff rules, I.C.C. regulations, and federal and state transportation laws.
2L	Sr Specialist	<ul style="list-style-type: none"> ● Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring ● Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies ● Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work ● Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law ● Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	CFS Westchester Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Svcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Technical Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
3L	Technical Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
2H	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)

2014 Competitive Analysis

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3L	Technical Specialist	<ul style="list-style-type: none"> Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Ensures that system improvements are successfully implemented
3L	Technical Specialist	<ul style="list-style-type: none"> Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Ensures that system improvements are successfully implemented
3L	Systems Manager	<ul style="list-style-type: none"> Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Ensures that system improvements are successfully implemented
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2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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2014 Competitive Analysis

<i>Census File</i>					<i>Position Matching</i>		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
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2H	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)

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2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.

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Census File					Position Matching		
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2L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
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3L	Systems Manager	IR Application Services	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
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3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Technical Specialist	IR Application Services	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
3L	Systems Manager	IR Application Services	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
3L	Technical Specialist	IR Application Services	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
3L	Systems Manager	IR Application Services	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	IR Application Services	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
2H	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
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Band	Job Title	Description
3L	Technical Specialist	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
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3L	Technical Specialist	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
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2H	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2L	Sr System Analyst	IR Application Services	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	IR Application Services	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Application Services	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Application Services	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
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2L	Sr System Analyst	IR Application Services	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
4L	Director	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	aid010M4	TW-CDB-GI: IT Development / AID010 Application Development / Group Manager (M4)	M4 (Group Mgr)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
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4L	Director	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M2	TW-CDB-GI: IT Development / AID010 Application Development / Manager (M2)	P5 (Master)
3L	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
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2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
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2L	Sr System Analyst	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
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4L	Director	IR Electric Ops Support	Application Services	Benchmark Data Available	aid010M4	TW-CDB-GI: IT Development / AID010 Application Development / Group Manager (M4)	M4 (Group Mgr)

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Band	Job Title	Description
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
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4L	Director	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3H	Department Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	aid010M4	TW-CDB-GI: IT Development / AID010 Application Development / Group Manager (M4)	M4 (Group Mgr)
3L	Technical Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
3L	Technical Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
3L	Systems Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
3L	Technical Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3H	Department Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Technical Specialist	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Technical Specialist	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
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3L	Technical Specialist	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>					<i>Position Matching</i>		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)

2014 Competitive Analysis

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Band	Job Title	Description
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2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
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2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
1H	System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.157	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Intermediate	P2 (Intermediate)
4L	Director	IR Shared Services Support	Application Services	Benchmark Data Available	aid010M4	TW-CDB-GI: IT Development / AID010 Application Development / Group Manager (M4)	M4 (Group Mgr)
3L	Technical Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
3L	Technical Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
3L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
1H	System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains moderately complex computer programs. Under general supervision, assists with user support of business applications and with the investigation of system requirements. May assist project leaders in the development of lower-level Applications Analyst/Programmers. Role typically requires between 3 to 5 years of experience.
4L	Director	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Technical Specialist	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Technical Specialist	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	M2 (Manager)
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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<i>Census File</i>					<i>Position Matching</i>		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
1H	System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.157	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Intermediate	P2 (Intermediate)
3L	Systems Manager	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2H	Systems Specialist	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
1H	System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains moderately complex computer programs. Under general supervision, assists with user support of business applications and with the investigation of system requirements. May assist project leaders in the development of lower-level Applications Analyst/Programmers. Role typically requires between 3 to 5 years of experience.
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides application software development services or technical support typically in a defined project ● Develops program logic for new applications or analyzes and modifies logic in existing applications ● Codes, tests, debugs, documents, implements and maintains software applications ● Analyzes requirements, and maintains, tests and integrates application components ● Ensures that system improvements are successfully implemented
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Lead	P4 (Specialist)
2L	Sr System Analyst	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
2L	Sr System Analyst	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020--Applications / Applications Analyst/Programmer-Senior	P3 (Career)
3H	Department Manager	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090M4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Group Manager (M4)	M4 (Group Mgr)
3L	Technical Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P5 (Master)
3L	Systems Manager	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090M3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090M3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
3H	Department Manager	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
3L	Technical Specialist	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
3L	Systems Manager	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
3L	Systems Manager	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Systems Specialist	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Systems Specialist	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Systems Specialist	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2H	Project Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
3H	Department Manager	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090M4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Group Manager (M4)	M4 (Group Mgr)

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Technical Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P5 (Master)
2H	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	IR Communications Planning	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
4L	Director	IR Info Technology Planning	Info Technology Planning	Benchmark Data Available	ITS.000.106	AH-TCM-GI: Information Technology Services / 000--General / Information Technology Corporate	M4 (Group Mgr)
3H	Department Manager	IR Info Technology Planning (Security)	Info Technology Planning	Benchmark Data Available	AIT070M4	TW-CDB-GI: IT Administration / AIT070 IS Security / Group Manager (M4)	M4 (Group Mgr)
3L	Technical Specialist	IR Info Technology Planning (Security)	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT070P5	TW-CDB-GI: IT Administration / AIT070 IS Security / Master (P5)	P5 (Master)

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<i>Census File</i>		
Band	Job Title	Description
3L	Technical Specialist	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Systems Specialist	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Systems Specialist	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Systems Specialist	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Systems Specialist	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Systems Specialist	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Systems Specialist	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
2L	Sr Analyst	<ul style="list-style-type: none"> ● Performs technical analysis of software, hardware and transmission systems for voice communications ● Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems ● Collaborates with internal and external customers and vendors to determine voice communications system requirements
4L	Director	The highest level of technology management over all activities of all new and existing technology-related systems. Responsible for the analyses of programs to ensure maximum utilization and efficiency, as well as meeting budget guidelines. Develops and evaluates technology plans, policies, and procedures to ensure they align with company goals and standards. Multiple incumbents can be matched to this position. Typically reports to the Chief Information Officer.
3H	Department Manager	<ul style="list-style-type: none"> ● Evaluates, tests, recommends, develops, coordinates, monitors, and maintains information security policies, procedures and systems, including hardware, firmware and software ● Ensures that IS security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS security ● Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents ● Investigates and resolves security incidents and recommends enhancements to improve security ● Develops techniques and procedures for conducting IS security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents
3L	Technical Specialist	<ul style="list-style-type: none"> ● Evaluates, tests, recommends, develops, coordinates, monitors, and maintains information security policies, procedures and systems, including hardware, firmware and software ● Ensures that IS security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS security ● Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents ● Investigates and resolves security incidents and recommends enhancements to improve security ● Develops techniques and procedures for conducting IS security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Technical Specialist	IR Info Technology Planning (Security)	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT070P5	TW-CDB-GI: IT Administration / AIT070 IS Security / Master (P5)	P5 (Master)
3H	Department Manager	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030M4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Group Manager (M4)	M4 (Group Mgr)
3L	Technical Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P5 (Master)
3L	Systems Manager	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	ITS.000.395	AH-TCM-GI: Information Technology Services / 000-General / Information Technology Project Manager	M3 (Senior Manager)
3L	Technical Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P5 (Master)
3L	Technical Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P5 (Master)
3L	Technical Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P5 (Master)
3L	Technical Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P5 (Master)
2H	Systems Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Technical Specialist	<ul style="list-style-type: none"> ● Evaluates, tests, recommends, develops, coordinates, monitors, and maintains information security policies, procedures and systems, including hardware, firmware and software ● Ensures that IS security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS security ● Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents ● Investigates and resolves security incidents and recommends enhancements to improve security ● Develops techniques and procedures for conducting IS security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents
3H	Department Manager	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <u>interdependent technologies</u>
3L	Technical Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <u>interdependent technologies</u>
3L	Systems Manager	Develops project plans and executes them. Defines activities, sequences them, estimates duration, and develops schedules. Performs resource planning, cost estimation, budget development, and cost control. Plans communication, distributes information as necessary, and provides status reporting. Acquires necessary staff for projects, and organizes and develops team.
3L	Technical Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <u>interdependent technologies</u>
3L	Technical Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <u>interdependent technologies</u>
3L	Technical Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <u>interdependent technologies</u>
2H	Systems Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <u>interdependent technologies</u>
2H	Systems Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <u>interdependent technologies</u>
2H	Systems Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <u>interdependent technologies</u>
2H	Systems Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <u>interdependent technologies</u>

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	IR Info Technology Planning (Security)	Info Technology Planning	Benchmark Data Available	AIT070P3	TW-CDB-GI: IT Administration / AIT070 IS Security / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P3	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P3 (Career)
1H	System Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P2	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Intermediate (P2)	P2 (Intermediate)
1L	Associate Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P2	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Intermediate (P2)	P1 (Entry)
3L	Systems Manager	IR Network Systems	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT040M3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Network Systems	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT040P5	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Master (P5)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Evaluates, tests, recommends, develops, coordinates, monitors, and maintains information security policies, procedures and systems, including hardware, firmware and software ● Ensures that IS security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS security ● Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents ● Investigates and resolves security incidents and recommends enhancements to improve security ● Develops techniques and procedures for conducting IS security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
1H	System Analyst	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
1L	Associate Analyst	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2H	Systems Specialist	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR Network Systems	Info Technology Planning	Benchmark Data Available	AIT040M2	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Network Systems	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT040P5	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Network Systems	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT040P5	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Network Systems	Info Technology Planning	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P4 (Specialist)
2L	Sr System Analyst	IR Network Systems	Info Technology Planning	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Network Systems	Info Technology Planning	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Network Systems	Info Technology Planning	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
3L	Systems Manager	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010M3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Systems Specialist	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2H	Systems Specialist	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2H	Systems Specialist	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2H	Systems Specialist	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
3L	Systems Manager	<ul style="list-style-type: none"> ● Configures, installs, maintains and upgrades computer systems hardware and software ● Administers and maintains security of operating systems ● Restores files or systems by designing, writing and implementing backup procedures ● Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices ● Performs recovery procedures, scheduling and backups, and monitors batch processes

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Systems Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Computer Operations	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT010P5	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Master (P5)	P4 (Specialist)
2L	Sr Specialist	IR Computer Operations	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT010M1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Supervisor (M1)	M1 (Supervisor)
1H	Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)
1H	Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)
1H	Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)
1H	Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Systems Specialist	<ul style="list-style-type: none"> Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
2H	Systems Specialist	<ul style="list-style-type: none"> Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
2H	Systems Specialist	<ul style="list-style-type: none"> Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
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2L	Sr Specialist	<ul style="list-style-type: none"> Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
1H	Specialist	<p>Designs complex LAN and WAN strategies to meet a broad spectrum of business needs. Coordinates implementation, optimization, and operation of LAN/WAN systems including procurement, installation, configuration, and management. May take on several components of a project or a complex component of a project. Effectively contributes to team goals. Works beyond routine nature of tasks utilizing a specialized knowledge and technology. Works under broad supervision. Troubleshoots basic problems and recommends appropriate actions. Role typically requires between 3 and 5 years of experience.</p>
1H	Specialist	<p>Designs complex LAN and WAN strategies to meet a broad spectrum of business needs. Coordinates implementation, optimization, and operation of LAN/WAN systems including procurement, installation, configuration, and management. May take on several components of a project or a complex component of a project. Effectively contributes to team goals. Works beyond routine nature of tasks utilizing a specialized knowledge and technology. Works under broad supervision. Troubleshoots basic problems and recommends appropriate actions. Role typically requires between 3 and 5 years of experience.</p>
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1H	Specialist	<p>Designs complex LAN and WAN strategies to meet a broad spectrum of business needs. Coordinates implementation, optimization, and operation of LAN/WAN systems including procurement, installation, configuration, and management. May take on several components of a project or a complex component of a project. Effectively contributes to team goals. Works beyond routine nature of tasks utilizing a specialized knowledge and technology. Works under broad supervision. Troubleshoots basic problems and recommends appropriate actions. Role typically requires between 3 and 5 years of experience.</p>
1L	Associate Specialist	<ul style="list-style-type: none"> Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)
3L	Systems Manager	IR Help Desk/Network Operation	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT040M3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040M2	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040M2	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Manager (M2)	M2 (Manager)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT040M1	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Supervisor (M1)	M1 (Supervisor)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1L	Associate Specialist	<ul style="list-style-type: none"> Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
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3L	Systems Manager	<ul style="list-style-type: none"> Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2H	Systems Specialist	<ul style="list-style-type: none"> Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
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2L	Sr System Analyst	<ul style="list-style-type: none"> Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
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2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120--Network / Network Analyst-Intermediate	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Systems Manager	IR Technology Support	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ait020M3	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Technology Support	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ait020M3	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020M2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Manager (M2)	M2 (Manager)
2H	Project Specialist	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020M2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Technology Support	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ait020P4	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020M2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Manager (M2)	M2 (Manager)
2H	Project Specialist	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020M2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Manager (M2)	M2 (Manager)
2H	Project Specialist	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020M2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Manager (M2)	M2 (Manager)
2H	Project Specialist	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020M2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Manager (M2)	M2 (Manager)
2H	Project Specialist	IR Technology Support	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ait020P4	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
2H	Project Specialist	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
2H	Project Specialist	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
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2H	Project Specialist	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
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2014 Competitive Analysis

<i>Census File</i>					<i>Position Matching</i>		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P3	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P3	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Career (P3)	P3 (Career)
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers ● Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades ● Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations ● Monitors data traffic and controls network resource performance to ensure high-quality transmission ● Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
1H	System Analyst	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)
4L	Director	IR Quality Assurance	Qual Assurance/Contract Admin	Insufficient Benchmark Data (Less than 5 comparator matches)	aid050M4	TW-CDB-GI: IT Development / AID050 Software Quality Assurance and Testing / Group Manager (M4)	M4 (Group Mgr)
3L	Systems Manager	IR Quality Assurance	Qual Assurance/Contract Admin	Benchmark Data Available	aid050M2	TW-CDB-GI: IT Development / AID050 Software Quality Assurance and Testing / Manager (M2)	P5 (Master)
3L	Systems Manager	IR Quality Assurance	Qual Assurance/Contract Admin	Insufficient Benchmark Data (Less than 5 comparator matches)	aid050M3	TW-CDB-GI: IT Development / AID050 Software Quality Assurance and Testing / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Quality Assurance	Qual Assurance/Contract Admin	Benchmark Data Available	aid050P4	TW-CDB-GI: IT Development / AID050 Software Quality Assurance and Testing / Specialist (P4)	P4 (Specialist)
3L	Technical Specialist	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Insufficient Benchmark Data (Less than 5 comparator matches)	AQY020P5	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Master (P5)	P5 (Master)
3L	Section Manager	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020M3	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020M2	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Manager (M2)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	System Analyst	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
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1H	System Analyst	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
4L	Director	<ul style="list-style-type: none"> ● Conducts a wide range of quality control tests and analyses to ensure that software meets or exceeds specified standards and end-user requirements ● Drafts, revises and approves test plans and scripts to ensure alignment with standards and IT strategy ● Creates test data files with valid and invalid records to thoroughly test program logic and verify system flow ● Coordinates with users to plan user acceptance testing, alpha and beta testing ● Ensures that system tests are successfully completed and documented and all problems are resolved
3L	Systems Manager	<ul style="list-style-type: none"> ● Conducts a wide range of quality control tests and analyses to ensure that software meets or exceeds specified standards and end-user requirements ● Drafts, revises and approves test plans and scripts to ensure alignment with standards and IT strategy ● Creates test data files with valid and invalid records to thoroughly test program logic and verify system flow ● Coordinates with users to plan user acceptance testing, alpha and beta testing ● Ensures that system tests are successfully completed and documented and all problems are resolved
3L	Systems Manager	<ul style="list-style-type: none"> ● Conducts a wide range of quality control tests and analyses to ensure that software meets or exceeds specified standards and end-user requirements ● Drafts, revises and approves test plans and scripts to ensure alignment with standards and IT strategy ● Creates test data files with valid and invalid records to thoroughly test program logic and verify system flow ● Coordinates with users to plan user acceptance testing, alpha and beta testing ● Ensures that system tests are successfully completed and documented and all problems are resolved
2H	Systems Specialist	<ul style="list-style-type: none"> ● Conducts a wide range of quality control tests and analyses to ensure that software meets or exceeds specified standards and end-user requirements ● Drafts, revises and approves test plans and scripts to ensure alignment with standards and IT strategy ● Creates test data files with valid and invalid records to thoroughly test program logic and verify system flow ● Coordinates with users to plan user acceptance testing, alpha and beta testing ● Ensures that system tests are successfully completed and documented and all problems are resolved
3L	Technical Specialist	<ul style="list-style-type: none"> ● Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements ● Researches best business practices within and outside the organization to establish benchmark data ● Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost ● Determines how new information technologies can support reengineering business processes ● May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and measurement, process-driven systems requirements
3L	Section Manager	<ul style="list-style-type: none"> ● Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements ● Researches best business practices within and outside the organization to establish benchmark data ● Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost ● Determines how new information technologies can support reengineering business processes ● May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and measurement, process-driven systems requirements
2H	Manager	<ul style="list-style-type: none"> ● Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements ● Researches best business practices within and outside the organization to establish benchmark data ● Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost ● Determines how new information technologies can support reengineering business processes ● May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and measurement, process-driven systems requirements

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P4	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P3	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Career (P3)	P3 (Career)
2L	Sr Analyst	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P3	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Career (P3)	P3 (Career)
1H	Analyst	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P2	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Intermediate (P2)	P2 (Intermediate)
1L	Associate Analyst	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P1	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Entry (P1)	P1 (Entry)
1L	Associate Analyst	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P1	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Entry (P1)	P1 (Entry)
4L	Director	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid010M4	TW-CDB-GI: IT Development / AID010 Application Development / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030M4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Group Manager (M4)	M4 (Group Mgr)
3L	Systems Manager	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030M3	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030M3	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Systems Specialist	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and measurement, process-driven custom requirements
2L	Sr Specialist	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and measurement, process-driven custom requirements
2L	Sr Analyst	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and measurement, process-driven custom requirements
1H	Analyst	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and measurement, process-driven custom requirements
1L	Associate Analyst	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and measurement, process-driven custom requirements
1L	Associate Analyst	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and measurement, process-driven custom requirements
4L	Director	<ul style="list-style-type: none"> Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Ensures that system improvements are successfully implemented
3H	Department Manager	<ul style="list-style-type: none"> Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
3L	Systems Manager	<ul style="list-style-type: none"> Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
3L	Technical Specialist	<ul style="list-style-type: none"> Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030M2	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030M2	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P4 (Specialist)
2L	Sr System Analyst	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P3	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P3	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Career (P3)	P3 (Career)
1H	System Analyst	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P2	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Intermediate (P2)	P2 (Intermediate)
3L	Systems Manager	IR Integration Lab	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AID055M3	TW-CDB-GI: IT Development / AID055 Application Development Support / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Integration Lab	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AID055P4	TW-CDB-GI: IT Development / AID055 Application Development Support / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Systems Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <i>interdependent technologies</i>
2H	Systems Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <i>interdependent technologies</i>
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2H	Systems Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <i>interdependent technologies</i>
2H	Systems Specialist	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <i>interdependent technologies</i>
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <i>interdependent technologies</i>
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <i>interdependent technologies</i>
1H	System Analyst	<ul style="list-style-type: none"> ● Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ● Performs technical planning, architecture development and modification of specifications ● Develops specifications for new products/services, applications and service offerings ● Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across <i>interdependent technologies</i>
3L	Systems Manager	<ul style="list-style-type: none"> ● Maintains, integrates and implements software applications within the organization ● Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications ● Ensures proper controls are established and maintained over test and production systems and software source code
2H	Systems Specialist	<ul style="list-style-type: none"> ● Maintains, integrates and implements software applications within the organization ● Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications ● Ensures proper controls are established and maintained over test and production systems and software source code

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR Integration Lab	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AID055P4	TW-CDB-GI: IT Development / AID055 Application Development Support / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Integration Lab	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AID055M2	TW-CDB-GI: IT Development / AID055 Application Development Support / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Integration Lab	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AID055P4	TW-CDB-GI: IT Development / AID055 Application Development Support / Specialist (P4)	P4 (Specialist)
2L	Sr System Analyst	IR Integration Lab	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AID055P3	TW-CDB-GI: IT Development / AID055 Application Development Support / Career (P3)	P3 (Career)
2L	Engineer	IR Integration Lab	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AID055P4	TW-CDB-GI: IT Development / AID055 Application Development Support / Specialist (P4)	P3 (Career)
3L	Systems Manager	IR Operating Systems Support	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT020M3	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Operating Systems Support	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT020P4	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Operating Systems Support	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT020P4	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Operating Systems Support	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT020P4	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Operating Systems Support	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT020P4	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Operating Systems Support	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT020P4	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Operating Systems Support	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT020P4	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Systems Specialist	<ul style="list-style-type: none"> ● Maintains, integrates and implements software applications within the organization ● Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications ● Ensures proper controls are established and maintained over test and production systems and software source code
2H	Systems Specialist	<ul style="list-style-type: none"> ● Maintains, integrates and implements software applications within the organization ● Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications ● Ensures proper controls are established and maintained over test and production systems and software source code
2H	Systems Specialist	<ul style="list-style-type: none"> ● Maintains, integrates and implements software applications within the organization ● Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications ● Ensures proper controls are established and maintained over test and production systems and software source code
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Maintains, integrates and implements software applications within the organization ● Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications ● Ensures proper controls are established and maintained over test and production systems and software source code
2L	Engineer	<ul style="list-style-type: none"> ● Maintains, integrates and implements software applications within the organization ● Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications ● Ensures proper controls are established and maintained over test and production systems and software source code
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
2H	Systems Specialist	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
2H	Systems Specialist	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
2H	Systems Specialist	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
2H	Systems Specialist	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems
2H	Systems Specialist	<ul style="list-style-type: none"> ● Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Maintains a troubleshooting tracking log ensuring timely resolution of problems

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Systems Manager	IR Presentation Technologies	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025M3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / M3 (Senior Manager)	M3 (Senior Manager)
2H	Project Specialist	IR Presentation Technologies	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P4	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / P4 (Specialist)	P4 (Specialist)
2H	Project Specialist	IR Presentation Technologies	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P4	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / P4 (Specialist)	P4 (Specialist)
3L	Systems Manager	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010M3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)
2H	Project Specialist	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)
2H	Project Specialist	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Server & Storage Operations	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ait010P5	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Server & Storage Operations	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ait010P5	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Master (P5)	P4 (Specialist)
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3L	Systems Manager	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Typically resolves issues referred by help desk support
2H	Project Specialist	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Typically resolves issues referred by help desk support
2H	Project Specialist	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Typically resolves issues referred by help desk support
3L	Systems Manager	<ul style="list-style-type: none"> ● Configures, installs, maintains and upgrades computer systems hardware and software ● Administers and maintains security of operating systems ● Restores files or systems by designing, writing and implementing backup procedures ● Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices ● Performs recovery procedures, scheduling and backups, and monitors batch processes
2H	Project Specialist	<ul style="list-style-type: none"> ● Configures, installs, maintains and upgrades computer systems hardware and software ● Administers and maintains security of operating systems ● Restores files or systems by designing, writing and implementing backup procedures ● Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices ● Performs recovery procedures, scheduling and backups, and monitors batch processes
2H	Project Specialist	<ul style="list-style-type: none"> ● Configures, installs, maintains and upgrades computer systems hardware and software ● Administers and maintains security of operating systems ● Restores files or systems by designing, writing and implementing backup procedures ● Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices ● Performs recovery procedures, scheduling and backups, and monitors batch processes
2H	Project Specialist	<ul style="list-style-type: none"> ● Configures, installs, maintains and upgrades computer systems hardware and software ● Administers and maintains security of operating systems ● Restores files or systems by designing, writing and implementing backup procedures ● Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices ● Performs recovery procedures, scheduling and backups, and monitors batch processes
2H	Systems Specialist	<ul style="list-style-type: none"> ● Configures, installs, maintains and upgrades computer systems hardware and software ● Administers and maintains security of operating systems ● Restores files or systems by designing, writing and implementing backup procedures ● Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices ● Performs recovery procedures, scheduling and backups, and monitors batch processes
2H	Systems Specialist	<ul style="list-style-type: none"> ● Configures, installs, maintains and upgrades computer systems hardware and software ● Administers and maintains security of operating systems ● Restores files or systems by designing, writing and implementing backup procedures ● Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices ● Performs recovery procedures, scheduling and backups, and monitors batch processes
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Configures, installs, maintains and upgrades computer systems hardware and software ● Administers and maintains security of operating systems ● Restores files or systems by designing, writing and implementing backup procedures ● Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices ● Performs recovery procedures, scheduling and backups, and monitors batch processes
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Configures, installs, maintains and upgrades computer systems hardware and software ● Administers and maintains security of operating systems ● Restores files or systems by designing, writing and implementing backup procedures ● Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices ● Performs recovery procedures, scheduling and backups, and monitors batch processes
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Configures, installs, maintains and upgrades computer systems hardware and software ● Administers and maintains security of operating systems ● Restores files or systems by designing, writing and implementing backup procedures ● Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices ● Performs recovery procedures, scheduling and backups, and monitors batch processes

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)
1H	System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Procurement Specialist	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
1H	Procurement Specialist	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr System Analyst	<ul style="list-style-type: none"> Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
2L	Sr System Analyst	<ul style="list-style-type: none"> Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
2L	Sr System Analyst	<ul style="list-style-type: none"> Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
1H	System Analyst	<ul style="list-style-type: none"> Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
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1H	System Analyst	<ul style="list-style-type: none"> Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
3L	Section Manager	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Procurement Specialist	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
3L	Section Manager	PURCH Contractor Perf & P-Card	Construct & Contractor Perform	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	PURCH Contractor Perf & P-Card	Construct & Contractor Perform	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
1H	Specialist	PURCH Contractor Perf & P-Card	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Specialist	PURCH Contractor Perf & P-Card	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
3L	Section Manager	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Procurement Specialist	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Procurement Specialist	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
3L	Section Manager	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.352	AH-TCM-GI: Supply Chain / 040--Purchasing / Purchasing/Sourcing Manager	M2 (Manager)
2L	Sr Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
3L	Section Manager	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
1H	Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
1H	Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
3L	Section Manager	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
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1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
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3L	Section Manager	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2H	Manager	Assists in the development and implementation of sourcing strategies, both short- (seasonal/annual) and long-term (3–5 years) for all product categories.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P2 (Intermediate)
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P2 (Intermediate)
4L	Director	PURCH Office of VP	Off Of VP Purchasing	Benchmark Data Available	asc060m4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
4L	Director	PURCH Office of VP	Off Of VP Purchasing	Benchmark Data Available	asc060m4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
4L	Director	PURCH Office of VP	Off Of VP Purchasing	Benchmark Data Available	asc060m4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3H	Director Minority Busn Pgm	PURCH Office of VP	Off Of VP Purchasing	Benchmark Data Available	asc060m4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
1H	Procurement Specialist	PURCH Office of VP	Off Of VP Purchasing	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
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1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
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4L	Director	<ul style="list-style-type: none"> ● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
4L	Director	<ul style="list-style-type: none"> ● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
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3H	Director Minority Busn Pgm	<ul style="list-style-type: none"> ● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Section Manager	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
3L	Section Manager	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P4 (Specialist)
2L	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3L	Section Manager	● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Procurement Specialist	● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
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2L	Sr Specialist	● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Procurement Specialist	● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
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2H	Project Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
1H	Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P2 (Intermediate)
3L	Section Manager	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Intermediate	P4 (Specialist)
2L	Sr Procurement Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Administrator	PURCH Supplier Diversity	Supplier Diversity Program	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040--Purchasing / Buyer-Senior	P3 (Career)
2L	Administrator	PURCH Supplier Diversity	Supplier Diversity Program	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Analyst	PURCH Supplier Diversity	Supplier Diversity Program	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidiscipline / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

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3L	Section Manager	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2H	Project Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
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2L	Sr Specialist	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Administrator	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Administrator	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Analyst	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Section Manager	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Architect	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2L	Architect	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Architect	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Architect	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Architect	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
4H	Chief Engineer	CENT ENG Civ Mech Eng Dept Off	Civil/Mechanical Engineering	Benchmark Data Available	ENG.000.234	AH-TCM-GI: Engineering / 000--General / BU Engineering Head	M4 (Group Mgr)
3L	Section Manager	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Architect	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
4H	Chief Engineer	This is the top engineering role at the business unit level. Responsible for evaluating requirements and directing engineering activities associated with product design, development, and modification. Recommends and supervises expansion and modernization of manufacturing facilities. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
1H	Associate Engineer A	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Technical Expert	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Section Manager	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Technical Expert	<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
3L	Section Manager	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2L	Engineer	<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

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Associate Engineer A	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550M3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P4	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550M2	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Manager (M2)	M2 (Manager)
2H	Sr Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550M2	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Manager (M2)	M2 (Manager)
2H	Sr Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P4	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Sr Specialist	<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
1H	Associate Engineer A	<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
3L	Section Manager	<ul style="list-style-type: none"> ● Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities ● May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Sr Engineer	<ul style="list-style-type: none"> ● Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities ● May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Sr Engineer	<ul style="list-style-type: none"> ● Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities ● May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Sr Engineer	<ul style="list-style-type: none"> ● Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities ● May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Sr Engineer	<ul style="list-style-type: none"> ● Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities ● May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	<ul style="list-style-type: none"> ● Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities ● May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	<ul style="list-style-type: none"> ● Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities ● May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P2	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P2	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550M3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P4	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P4	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P4	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Engineer	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
1H	Associate Engineer A	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
1H	Associate Engineer A	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
3L	Section Manager	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Sr Engineer	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Sr Engineer	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Sr Engineer	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)
4H	Chief Engineer	CENT ENG Control Sys Dept Off	Control Systems Engineering	Benchmark Data Available	ENG.000.234	AH-TCM-GI: Engineering / 000-General / BU Engineering Head	M4 (Group Mgr)
3L	Section Manager	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Engineer	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
4H	Chief Engineer	This is the top engineering role at the business unit level. Responsible for evaluating requirements and directing engineering activities associated with product design, development, and modification. Recommends and supervises expansion and modernization of manufacturing facilities. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	<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
2H	Sr Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
1H	Associate Engineer A	<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
3L	Section Manager	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Snerialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Relay Prot Analysis	Control Systems Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	CENT ENG Relay Prot Analysis	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P5 (Master)
2H	Sr Engineer	CENT ENG Relay Prot Analysis	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Relay Prot Analysis	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Snerialist (P4)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
1H	Associate Engineer A	<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
1H	Associate Engineer A	<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
1H	Associate Engineer A	<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
3L	Section Manager	<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
3L	Technical Specialist	<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
2H	Sr Engineer	<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
2L	Engineer	<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

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Associate Engineer A	CENT ENG Relay Prot Analysis	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Technical Specialist	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P5 (Master)
2H	Sr Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Associate Engineer A	<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
3L	Section Manager	<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
3L	Technical Specialist	<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
3L	Technical Specialist	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Associate Engineer A	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
4H	Chief Engineer	CENT ENG Design Eng Dept Off	Design Engineering	Benchmark Data Available	ENG.000.234	AH-TCM-GI: Engineering / 000-General / BU Engineering Head	M4 (Group Mgr)
3L	Section Manager	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545M3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Electrical Design	Design Engineering	Benchmark Data Available	ENG-AZE545P4	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P5	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Master (P5)	P4 (Specialist)
2L	Engineer	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P2	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P2	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Mech Concept 3D Dsgn	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545M3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Mech Concept 3D Dsgn	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P5	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Master (P5)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Associate Engineer A	<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
4H	Chief Engineer	This is the top engineering role at the business unit level. Responsible for evaluating requirements and directing engineering activities associated with product design, development, and modification. Recommends and supervises expansion and modernization of manufacturing facilities. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2H	Sr Engineer	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2H	Sr Engineer	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2L	Engineer	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2L	Engineer	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2L	Engineer	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
1H	Associate Engineer A	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
1H	Associate Engineer A	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
3L	Section Manager	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2H	Sr Engineer	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	CENT ENG Mech Concept 3D Dsgn	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P5	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mech Concept 3D Dsgn	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P5	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mech Concept 3D Dsgn	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P5	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Master (P5)	P4 (Specialist)
3L	Section Manager	CENT ENG Transm & Civil Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545M3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Senior Manager (M3)	M3 (Senior Manager)
2L	Engineer	CENT ENG Transm & Civil Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Transm & Civil Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Transm & Civil Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P2	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Engineer	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000p3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000p3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> • Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists • Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2H	Sr Engineer	<ul style="list-style-type: none"> • Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists • Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2H	Sr Engineer	<ul style="list-style-type: none"> • Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists • Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
3L	Section Manager	<ul style="list-style-type: none"> • Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists • Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2L	Engineer	<ul style="list-style-type: none"> • Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists • Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2L	Engineer	<ul style="list-style-type: none"> • Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists • Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
1H	Associate Engineer A	<ul style="list-style-type: none"> • Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists • Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
3L	Section Manager	<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
2L	Engineer	<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
2L	Engineer	<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
1H	Associate Engineer A	<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
1H	Associate Engineer A	<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

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
3H	Department Manager	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Section Mgr)
3L	Project Engineer	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P5 (Master)
3L	Project Manager	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P5 (Master)
2H	Sr Engineer	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2L	Engineer	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Specialist	<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
3H	Department Manager	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Project Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Project Manager	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Engineer	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
4H	Chief Engineer	CENT ENG Elec Eng Dept Office	Electrical Engineering	Benchmark Data Available	ENG.000.234	AH-TCM-GI: Engineering / 000-General / BU Engineering Head	M4 (Group Mgr)
3L	Section Manager	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170M3	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170P4	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170P4	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major custom electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major custom electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major custom electric apparatus
4H	Chief Engineer	This is the top engineering role at the business unit level. Responsible for evaluating requirements and directing engineering activities associated with product design, development, and modification. Recommends and supervises expansion and modernization of manufacturing facilities. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170P4	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170P3	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170P3	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Career (P3)	P3 (Career)
3L	Section Manager	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Engineer	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Sr Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
3L	Section Manager	<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
2H	Sr Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Associate Engineer A	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
2H	Sr Financial Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000M2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2H	Manager	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000M2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2L	Sr Specialist	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P4	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P3	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P3	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
1H	Associate Engineer A	<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
3L	Section Manager	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2L	Engineer	<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
1H	Associate Engineer A	<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
1H	Associate Engineer A	<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
2H	Sr Financial Analyst	<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
2H	Manager	<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
2L	Sr Specialist	<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
2L	Sr System Analyst	<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
2L	Sr System Analyst	<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

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P4	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Specialist	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120M3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<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
1H	Specialist	<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
1H	System Analyst	<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
1H	System Analyst	<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
1H	System Analyst	<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
1H	System Analyst	<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
3L	Section Manager	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Associate Engineer A	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120P2	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Intermediate (P2)	P2 (Intermediate)
4L	General Manager	CENT ENG Env Eng Supp GM & Stf	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120M4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	CENT ENG Estimating	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120M3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120p4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120p3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120p3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
1H	Specialist	CENT ENG Estimating	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120P2	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Project Development	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120M3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineering Scheduler	CENT ENG Project Development	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120P5	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Master (P5)	P4 (Specialist)

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120M1	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
1H	Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120P2	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120P2	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160M3	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160P4	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Specialist (P4)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<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
2L	Sr Specialist	<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
2L	Sr Specialist	<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
2L	Sr Specialist	<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
2L	Sr Specialist	<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
2L	Sr Specialist	<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
2L	Sr Specialist	<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
1H	Specialist	<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
1H	Specialist	<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
3L	Section Manager	<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
2H	Sr Engineer	<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

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160P5	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160P5	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160P4	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160P4	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Specialist (P4)	P3 (Career)
1H	Associate Engineer A	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-AZE160P2	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Intermediate (P2)	P2 (Intermediate)
4H	Chief Engineer	CENT ENG Equip Fld Eng DeptOff	Equipment & Field Engineering	Benchmark Data Available	ENG.000.234	AH-TCM-GI: Engineering / 000--General / BU Engineering Head	M4 (Group Mgr)
3L	Project Manager	CENT ENG Equip Fld Eng DeptOff	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Section Manager	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2L	Sr Specialist	<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
1H	Associate Engineer A	<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
4H	Chief Engineer	This is the top engineering role at the business unit level. Responsible for evaluating requirements and directing engineering activities associated with product design, development, and modification. Recommends and supervises expansion and modernization of manufacturing facilities. Only one incumbent should be reported at this position for a specific business unit.
3L	Project Manager	<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
3L	Section Manager	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Project Specialist	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Specialist	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
3L	Section Manager	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-Aze000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-Aze000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-Aze000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-Aze000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-Aze000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Project Specialist	<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
2L	Engineer	<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
2L	Engineer	<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
1H	Specialist	<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
3L	Section Manager	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
3L	Technical Specialist	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P5 (Master)

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<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
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2L	Engineer	<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
2L	Engineer	<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
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2L	Engineer	<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
2L	Engineer	<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
2L	Sr Specialist	<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
3L	Technical Specialist	<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

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
3H	Department Manager	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M4 (Group Mgr)
3L	Project Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Project Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P5 (Master)

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<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Engineer	<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
2L	Sr Specialist	<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
3H	Department Manager	<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
3L	Project Engineer	<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
3L	Project Engineer	<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

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Project Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Project Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Master (P5)	P5 (Master)
2L	Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Project Engineer	CENT ENG Project Engineering	Project Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Engineer	CENT ENG Project Engineering	Project Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Project Engineering	Project Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1L	Executive Assistant 1L	CENT OPS Office of SVP	Off Sr VP Central Ops	Benchmark Data Available	AAS042U2	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Intermediate (U2)	P1 (Entry)
3L	Construction Manager	CONST 59th Street Gas Addition	Central Construction	Benchmark Data Available	ENG-APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
2L	Engineer	CONST 59th Street Gas Addition	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
3L	Project Engineer	<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
3L	Project Engineer	<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
3L	Project Engineer	<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
2L	Engineer	<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
1H	Associate Engineer A	<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
3L	Project Engineer	<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
2L	Engineer	<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
1H	Associate Engineer A	<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
1L	Executive Assistant 1L	<ul style="list-style-type: none"> ● Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy ● Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries ● Receives, screens and directs incoming calls, visitors, mail and e-mail ● Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses ● Participates in the development and implementation of secretarial standards, policies and practices for the organization
3L	Construction Manager	<ul style="list-style-type: none"> ● Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers ● Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Engineer	<ul style="list-style-type: none"> ● Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers ● Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST 59th Street Gas Addition	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST 59th Street Gas Addition	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
2L	Field Operations Planner	CONST 74th & 59th St Stations	Central Construction	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P3 (Career)
1H	Chief Construction Inspector	CONST 74th & 59th St Stations	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST 74th & 59th St Stations	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
3L	Construction Manager	CONST 74th Street Gas Addition	Central Construction	Benchmark Data Available	ENG-APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CONST 74th Street Gas Addition	Central Construction	Benchmark Data Available	ENG-APM530M2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Manager (M2)	M2 (Manager)
2L	Engineer	CONST 74th Street Gas Addition	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Field Operations Planner	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
3L	Construction Manager	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2H	Sr Engineer	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Engineer	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST 74th Street Gas Addition	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
4H	General Manager Construction	CONST Department Office	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC015M4	TW-CDB-GI: Supply Chain and Logistics / ASC015 Materials Planning/Scheduling / Group Manager (M4)	M4 (Group Mgr)
3L	Construction Manager	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
2H	Project Specialist	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
2L	Sr Specialist	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P3 (Career)
1H	Chief Construction Inspector	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
4H	General Manager Construction	<ul style="list-style-type: none"> • Plans, schedules and monitors inbound movement of materials from suppliers • Determines material requirements and coordinates the efficient movement of materials with purchasing, production and engineering • Develops specifications for new contract orders
3L	Construction Manager	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2H	Project Specialist	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2H	Project Specialist	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Sr Specialist	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Construction Manager	CONST Facilities North Region	Central Construction	Benchmark Data Available	ENG-APM020M3	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CONST Facilities North Region	Central Construction	Benchmark Data Available	ENG-APM020P4	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Specialist (P4)	P4 (Specialist)
2L	Engineer	CONST Facilities North Region	Central Construction	Benchmark Data Available	ENG-APM020P3	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Career (P3)	P3 (Career)
1H	Chief Construction Inspector	CONST Facilities North Region	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM020P2	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Facilities North Region	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM020P2	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Facilities North Region	Central Construction	Benchmark Data Available	ENG-APM020P3	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Facilities North Region	Central Construction	Benchmark Data Available	ENG-APM020P3	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Career (P3)	P2 (Intermediate)
3L	Construction Manager	CONST Facilities South Region	Central Construction	Benchmark Data Available	ENG-APM020M3	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST Facilities South Region	Central Construction	Benchmark Data Available	ENG-APM020P4	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Specialist (P4)	P4 (Specialist)
1H	Chief Construction Inspector	CONST Facilities South Region	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM020P2	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Intermediate (P2)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
3L	Construction Manager	<ul style="list-style-type: none"> 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
2H	Sr Engineer	<ul style="list-style-type: none"> 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
2L	Engineer	<ul style="list-style-type: none"> 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
1H	Chief Construction Inspector	<ul style="list-style-type: none"> 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
1H	Chief Construction Inspector	<ul style="list-style-type: none"> 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
1H	Chief Construction Inspector	<ul style="list-style-type: none"> 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
1H	Chief Construction Inspector	<ul style="list-style-type: none"> 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
3L	Construction Manager	<ul style="list-style-type: none"> 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
2H	Project Specialist	<ul style="list-style-type: none"> 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
1H	Chief Construction Inspector	<ul style="list-style-type: none"> 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

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Facilities South Region	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM020P2	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Facilities South Region	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM020P2	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Intermediate (P2)	P2 (Intermediate)
3H	Department Manager	CONST Gen Stat Remediate & Dem	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579M4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3L	Construction Manager	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579M3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579p4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P5	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
1H	Chief Construction Inspector	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> 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
1H	Chief Construction Inspector	<ul style="list-style-type: none"> 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
3H	Department Manager	<ul style="list-style-type: none"> Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2H	Sr Engineer	<ul style="list-style-type: none"> Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2H	Project Specialist	<ul style="list-style-type: none"> Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3H	Department Manager	CONST Subst & Trans Construct	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM530M4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Group Manager (M4)	M4 (Group Mgr)
3L	Construction Manager	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
3L	Construction Manager	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
3L	Construction Manager	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
2H	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3H	Department Manager	<ul style="list-style-type: none"> ● Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers ● Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
3L	Construction Manager	<ul style="list-style-type: none"> ● Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers ● Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
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2H	Project Specialist	<ul style="list-style-type: none"> ● Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers ● Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
2H	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Construction Manager	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Construction Manager	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020M3	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P4	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P3	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Career (P3)	P3 (Career)
2L	Sr System Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P3	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Career (P3)	P3 (Career)
2L	Sr Analyst	CONST Computer Applications	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AID020M1	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Supervisor (M1)	M1 (Supervisor)
2L	Sr Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P4	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P3	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Career (P3)	P3 (Career)
1H	System Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020--Applications / Business Systems Consultant-Intermediate	P2 (Intermediate)
1H	System Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P3	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Career (P3)	P2 (Intermediate)
3L	Section Manager	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020M3	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers ● Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
3L	Section Manager	<ul style="list-style-type: none"> ● Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems ● Evaluates new applications and identifies systems requirements ● Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems ● Prepares communications and makes presentations on system enhancements and/or alternatives
2L	Sr Analyst	<ul style="list-style-type: none"> ● Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems ● Evaluates new applications and identifies systems requirements ● Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems ● Prepares communications and makes presentations on system enhancements and/or alternatives
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems ● Evaluates new applications and identifies systems requirements ● Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems ● Prepares communications and makes presentations on system enhancements and/or alternatives
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2L	Sr System Analyst	<ul style="list-style-type: none"> ● Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems ● Evaluates new applications and identifies systems requirements ● Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems ● Prepares communications and makes presentations on system enhancements and/or alternatives
1H	System Analyst	<p>Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.</p>
1H	System Analyst	<ul style="list-style-type: none"> ● Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems ● Evaluates new applications and identifies systems requirements ● Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems ● Prepares communications and makes presentations on system enhancements and/or alternatives
3L	Section Manager	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020P3	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020p4	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020p4	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)
1H	Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020P2	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020p3	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Career (P3)	P2 (Intermediate)
1H	Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020P2	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020P2	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020P2	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Intermediate (P2)	P2 (Intermediate)
4L	Director	CONST Department Office	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC015M4	TW-CDB-GI: Supply Chain and Logistics / ASC015 Materials Planning/Scheduling / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Analyst	CONST Department Office	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC015P4	TW-CDB-GI: Supply Chain and Logistics / ASC015 Materials Planning/Scheduling / Specialist (P4)	P3 (Career)
3L	Section Manager	CONST Labor Relations/Comp	Construction Business Services	Benchmark Data Available	AHR100M3	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CONST Labor Relations/Comp	Construction Business Services	Benchmark Data Available	AHR100P3	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST Labor Relations/Comp	Construction Business Services	Benchmark Data Available	AHR100P3	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
2L	Sr Specialist	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
2L	Sr Specialist	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Specialist	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Specialist	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
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4L	Director	<ul style="list-style-type: none"> ● Plans, schedules and monitors inbound movement of materials from suppliers ● Determines material requirements and coordinates the efficient movement of materials with purchasing, production and engineering ● Develops specifications for new contract orders
2L	Sr Analyst	<ul style="list-style-type: none"> ● Plans, schedules and monitors inbound movement of materials from suppliers ● Determines material requirements and coordinates the efficient movement of materials with purchasing, production and engineering ● Develops specifications for new contract orders
3L	Section Manager	<ul style="list-style-type: none"> ● Establishes and maintains labor-management relations ● Represents the organization in contract negotiations with labor unions ● Administers the collective bargaining agreements and grievances
2L	Sr Specialist	<ul style="list-style-type: none"> ● Establishes and maintains labor-management relations ● Represents the organization in contract negotiations with labor unions ● Administers the collective bargaining agreements and grievances
2L	Sr Specialist	<ul style="list-style-type: none"> ● Establishes and maintains labor-management relations ● Represents the organization in contract negotiations with labor unions ● Administers the collective bargaining agreements and grievances

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CONST Labor Relations/Comp	Construction Business Services	Benchmark Data Available	AHR100P4	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Labor Relations/Comp	Construction Business Services	Benchmark Data Available	AHR100P3	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Career (P3)	P3 (Career)
2H	Manager	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040M2	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Manager (M2)	M2 (Manager)
2L	Sr Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P3	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P4	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P3	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Career (P3)	P3 (Career)
1H	Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P2	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P2	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P2	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Intermediate (P2)	P2 (Intermediate)
2H	Manager	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545M2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Manager (M2)	M2 (Manager)
2L	Sr Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P4	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
2L	Sr Specialist	<ul style="list-style-type: none"> Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
2H	Manager	<ul style="list-style-type: none"> Obtains right-of-way easements for overhead or underground use Checks property titles to determine ownership, negotiates easements and price to be paid, prepares assessments, and arranges payment to grantor Assists in land acquisition for building facilities by obtaining land options Maintains permits and inspects completed work May coordinate acquisition activities with municipalities, governmental and regulatory agencies to ensure compliance with acquisition and easement requirements
2L	Sr Specialist	<ul style="list-style-type: none"> Obtains right-of-way easements for overhead or underground use Checks property titles to determine ownership, negotiates easements and price to be paid, prepares assessments, and arranges payment to grantor Assists in land acquisition for building facilities by obtaining land options Maintains permits and inspects completed work May coordinate acquisition activities with municipalities, governmental and regulatory agencies to ensure compliance with acquisition and easement requirements
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2H	Manager	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2L	Sr Specialist	<ul style="list-style-type: none"> Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Analyst	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P4	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Specialist (P4)	P3 (Career)
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P3	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P2 (Intermediate)
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P3	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P2 (Intermediate)
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P3	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P2 (Intermediate)
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Construction Manager	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Chief Construction Inspector	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
3L	Construction Manager	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> • Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists • Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
3L	Construction Manager	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1L	Associate Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	M1 (Supervisor)
1H	Chief Construction Inspector	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1L	Associate Specialist	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
4H	General Manager Construction	CONST Const Mgmt Dept Office	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3L	Construction Manager	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	Construction Manager	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1L	Associate Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
4H	General Manager Construction	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1L	Associate Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
1L	Associate Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
3L	Construction Manager	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Chief Construction Inspector	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
3H	Department Manager	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1L	Associate Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1L	Associate Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1L	Associate Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3H	Department Manager	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Construction Manager	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2H	Manager	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2H	Manager	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2H	Project Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P5	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Project Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Manager	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Manager	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Project Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Chief Construction Inspector	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
1L	Associate Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
3L	Section Manager	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1H	Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1H	Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1H	Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1L	Associate Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1L	Associate Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
3L	Section Manager	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
3L	Construction Manager	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2L	Sr Specialist	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	M1 (Supervisor)
1H	Chief Construction Inspector	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Manager	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
3L	Section Manager	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Manager (M2)	M2 (Manager)
2H	Manager	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Manager (M2)	M2 (Manager)
2H	Project Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Manager (M2)	M2 (Manager)
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1L	Associate Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Section Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Project Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Analyst	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)
2L	Sr Analyst	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Analyst	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Analyst	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4H	General Manager Construction	CONST Const Svcs Dept Off	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3H	Operations Manager	CONST Const Svcs Dept Off	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3L	Technical Specialist	CONST Const Svcs Dept Off	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P5	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Master (P5)	P5 (Master)
2H	Manager	CONST Const Svcs Dept Off	Construction Services	Benchmark Data Available	RES.000.764	AH-TCM-GI: Real Estate / 000--General / Construction Project Manager	P4 (Specialist)
1H	Specialist	CONST Const Svcs Dept Off	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Construction Manager	CONST CS Street Operations	Construction Services	Benchmark Data Available	RES.000.764	AH-TCM-GI: Real Estate / 000--General / Construction Project Manager	M3 (Senior Manager)
2L	Field Operations Planner	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Field Operations Planner	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
4H	General Manager Construction	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3H	Operations Manager	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Technical Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Manager	Responsible for all aspects of construction projects, from beginning plans to final completion. Ensures each project meets specifications including schedules, budgets, and contractual commitments. Interacts with planning commissions and governing bodies. Manages and coordinates sub-contractors in medium to large residential/commercial construction projects. Responsible for material management and delivery scheduling tasks. Coordinates costing estimation, contract negotiation and remodeling activities.
1H	Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	Responsible for all aspects of construction projects, from beginning plans to final completion. Ensures each project meets specifications including schedules, budgets, and contractual commitments. Interacts with planning commissions and governing bodies. Manages and coordinates sub-contractors in medium to large residential/commercial construction projects. Responsible for material management and delivery scheduling tasks. Coordinates costing estimation, contract negotiation and remodeling activities.
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Construction Manager	CONST Procurement & Contracts	Construction Services	Benchmark Data Available	RES.000.764	AH-TCM-GI: Real Estate / 000-General / Construction Project Manager	M3 (Senior Manager)
2L	Sr Specialist	CONST Procurement & Contracts	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST Procurement & Contracts	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
3L	Construction Manager	CONST Shop Operations	Construction Services	Benchmark Data Available	RES.000.764	AH-TCM-GI: Real Estate / 000-General / Construction Project Manager	M3 (Senior Manager)
2L	Field Operations Planner	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Field Operations Planner	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Construction Manager	Responsible for all aspects of construction projects, from beginning plans to final completion. Ensures each project meets specifications including schedules, budgets, and contractual commitments. Interacts with planning commissions and governing bodies. Manages and coordinates sub-contractors in medium to large residential/commercial construction projects. Responsible for material management and delivery scheduling tasks. Coordinates costing estimation, contract negotiation and remodeling activities.
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	Responsible for all aspects of construction projects, from beginning plans to final completion. Ensures each project meets specifications including schedules, budgets, and contractual commitments. Interacts with planning commissions and governing bodies. Manages and coordinates sub-contractors in medium to large residential/commercial construction projects. Responsible for material management and delivery scheduling tasks. Coordinates costing estimation, contract negotiation and remodeling activities.
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
3H	Operations Manager	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M4 (Group Mgr)
3L	Construction Manager	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)

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Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Supervisor	<ul style="list-style-type: none"> ● Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3H	Operations Manager	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Construction Manager	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
2L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055M4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Group Manager (M4)	M4 (Group Mgr)
3L	Manager EH&S	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055M3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055M3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3H	Department Manager	<ul style="list-style-type: none"> Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence
3L	Manager EH&S	<ul style="list-style-type: none"> Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence
3L	Section Manager	<ul style="list-style-type: none"> Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P5	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Master (P5)	P4 (Specialist)
2H	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P5	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Master (P5)	P4 (Specialist)
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)

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Census File		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P3 (Career)
1H	Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P2	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Intermediate (P2)	P2 (Intermediate)
3L	Construction Manager	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (P4)	P4 (Specialist)
1H	Chief Construction Inspector	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
1H	Specialist	<ul style="list-style-type: none"> ● Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ● Works with line construction management to develop and administer accident and illness prevention programs ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ● Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence ● Maintains comprehensive knowledge of construction safety regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Project Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
3L	Construction Manager	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P5	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Master (P5)	P4 (Specialist)
2L	Sr Specialist	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)
1H	Chief Construction Inspector	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
3L	Construction Manager	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (P4)	P3 (Career)
1H	Chief Construction Inspector	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Project Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / <i>Career (P3)</i>	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / <i>Intermediate (P2)</i>	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / <i>Intermediate (P2)</i>	P2 (Intermediate)
3L	Construction Manager	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / <i>Senior Manager (M3)</i>	M3 (Senior Manager)
2H	Project Specialist	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / <i>Specialist (P4)</i>	P4 (Specialist)
1H	Chief Construction Inspector	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / <i>Supervisor (M1)</i>	M1 (Supervisor)
1H	Chief Construction Inspector	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / <i>Intermediate (P2)</i>	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / <i>Intermediate (P2)</i>	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / <i>Intermediate (P2)</i>	P2 (Intermediate)
3L	Construction Manager	CONST Manh Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / <i>Senior Manager (M3)</i>	M3 (Senior Manager)
2H	Project Specialist	CONST Manh Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / <i>Specialist (P4)</i>	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Project Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Project Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CONST Manh Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Manh Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (P4)	P3 (Career)
1H	Chief Construction Inspector	CONST Manh Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M3	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580P5	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580P4	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580P3	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Section Manager	<ul style="list-style-type: none"> ● Plans, directs, and participates in the design of major construction projects ● Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed ● Communicates with government agencies to ensure that building code regulations are met
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans, directs, and participates in the design of major construction projects ● Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed ● Communicates with government agencies to ensure that building code regulations are met
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans, directs, and participates in the design of major construction projects ● Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed ● Communicates with government agencies to ensure that building code regulations are met
2L	Engineer	<ul style="list-style-type: none"> ● Plans, directs, and participates in the design of major construction projects ● Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed ● Communicates with government agencies to ensure that building code regulations are met

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Engineer	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580P3	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Career (P3)	P3 (Career)
1H	Engineering Supervisor	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M1	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M1	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M1	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M1	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M1	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M1	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Construction	CONST Pub Improv Eng Dept Off	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	CONST Pub Improv Eng Dept Off	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Group Manager (M4)	M4 (Group Mgr)
3L	Construction Manager	CONST Pub Improv/Eng-Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST Pub Improv/Eng-Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (P4)	P4 (Specialist)
1H	Chief Construction Inspector	CONST Pub Improv/Eng-Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Engineer	<ul style="list-style-type: none"> Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
4H	General Manager Construction	<ul style="list-style-type: none"> Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3H	Department Manager	<ul style="list-style-type: none"> Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2H	Project Specialist	<ul style="list-style-type: none"> Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Pub Improv/Eng-Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Pub Improv/Eng-Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Pub Improv/Eng-Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Engineering Supervisor	CONST Queens Eng Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	CONST Queens Eng Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Supervisor (M1)	P2 (Intermediate)
3L	Construction Manager	CONST Queens Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CONST Queens Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P5	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Master (P5)	P4 (Specialist)
1H	Chief Construction Inspector	CONST Queens Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Queens Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Queens Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
3L	Construction Manager	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Engineering Supervisor	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Engineering Supervisor	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Sr Engineer	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (P4)	P4 (Specialist)
1H	Operating Supervisor	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Supervisor (M1)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)
3L	Construction Manager	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Manager (M2)	M2 (Manager)
2L	Sr Specialist	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Supervisor (M1)	M1 (Supervisor)
2L	Sr Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Supervisor (M1)	M1 (Supervisor)
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Project Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2L	Sr Analyst	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Analyst	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
3L	Construction Manager	CONST Wchester Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST Wchester Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (P4)	P4 (Specialist)
1H	Chief Construction Inspector	CONST Wchester Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Analyst	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Analyst	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Analyst	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Analyst	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Analyst	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
3L	Construction Manager	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
2H	Project Specialist	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework ● Inspects construction work in progress to ensure compliance with design specifications ● Maintains and reviews vendor design documentation to ensure compliance with design requirements ● Researches government building code regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Wchester Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Wchester Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
2L	Sr Specialist	STEAM OPS 59th St Station EH&S	59th Street Station	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	STEAM OPS 59th St Station EH&S	59th Street Station	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STEAM OPS 59th St Station EH&S	59th Street Station	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Engineer	STEAM OPS 59th St Station EH&S	59th Street Station	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
3L	Maintenance Manager	STEAM OPS 59th St Station Mtce	59th Street Station	Benchmark Data Available	ENG-EGF030M3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	STEAM OPS 59th St Station Mtce	59th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Career (P3)	P3 (Career)
2L	Administrator	STEAM OPS 59th St Station Mtce	59th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	M1 (Supervisor)
1H	Maintenance Supervisor	STEAM OPS 59th St Station Mtce	59th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS 59th St Station Mtce	59th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS 59th St Station Mtce	59th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
4H	Plant Manager	STEAM OPS 59th St Station Ops	59th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040M4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Group Manager (M4)	M4 (Group Mgr)

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Census File		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> • Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene • Investigates accidents and promotes safety-conscious work performance and training programs • Provides safety performance measures • <u>Determines root cause analyses</u>
2L	Sr Specialist	<ul style="list-style-type: none"> • Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene • Investigates accidents and promotes safety-conscious work performance and training programs • Provides safety performance measures • <u>Determines root cause analyses</u>
2L	Sr Specialist	<ul style="list-style-type: none"> • Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene • Investigates accidents and promotes safety-conscious work performance and training programs • Provides safety performance measures • <u>Determines root cause analyses</u>
2L	Engineer	<ul style="list-style-type: none"> • Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene • Investigates accidents and promotes safety-conscious work performance and training programs • Provides safety performance measures • <u>Determines root cause analyses</u>
3L	Maintenance Manager	<ul style="list-style-type: none"> • Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering • Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Sr Specialist	<ul style="list-style-type: none"> • Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering • Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Administrator	<ul style="list-style-type: none"> • Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering • Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> • Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering • Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> • Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering • Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> • Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering • Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
4H	Plant Manager	<ul style="list-style-type: none"> • Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment • Maintains plant operating records and performance reports

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3H	Operations Manager	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Senior Manager (M3)	M4 (Group Mgr)
3L	Project Manager	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	M3 (Senior Manager)
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
1H	Operating Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
3L	Technical Manager	STEAM OPS 59th St Station Svcs	59th Street Station	Benchmark Data Available	ENG-EGF040M3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Technical Supervisor	STEAM OPS 59th St Station Svcs	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
1H	Supervisor	STEAM OPS 59th St Station Svcs	59th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS 59th St Station Svcs	59th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
3H	Operations Manager	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
3L	Project Manager	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
3L	Technical Manager	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Manager EH&S	STEAM OPS 74th St EH&S	74th Street Station	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	STEAM OPS 74th St EH&S	74th Street Station	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	STEAM OPS 74th St EH&S	74th Street Station	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	STEAM OPS 74th St EH&S	74th Street Station	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
1H	Supervisor	STEAM OPS 74th St EH&S	74th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030M1	TW-CDB-Energy: Environmental Health and Safety / AHS030 Health/Safety / Supervisor (M1)	P2 (Intermediate)
3L	Project Manager	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Senior Manager (M3)	M3 (Senior Manager)
3L	Maintenance Manager	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	STEAM OPS 74th St Mtce	74th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P4	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Specialist (P4)	P4 (Specialist)
2L	Administrator	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	M1 (Supervisor)
1H	Specialist	STEAM OPS 74th St Mtce	74th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P2	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
3L	Manager EH&S	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
1H	Supervisor	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
3L	Project Manager	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
3L	Maintenance Manager	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2H	Project Specialist	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Administrator	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Specialist	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Maintenance Supervisor	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
4H	Plant Manager	STEAM OPS 74th St Operations	74th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040M4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Group Manager (M4)	M4 (Group Mgr)
3H	Operations Manager	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Senior Manager (M3)	M4 (Group Mgr)
2H	Manager	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	M2 (Manager)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Operations Trainer	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
1H	Specialist	STEAM OPS 74th St Operations	74th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Intermediate (P2)	P2 (Intermediate)
3L	Technical Manager	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Technical Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Technical Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
1H	Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030M3	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Senior Manager (M3)	M3 (Senior Manager)

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<i>Census File</i>		
Band	Job Title	Description
2L	Operations Trainer	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Specialist	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
3L	Technical Manager	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
3L	Section Manager	<ul style="list-style-type: none"> ● Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals ● Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets ● Develops proposals, including feasibility studies, for new business opportunities ● Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)
2H	Manager	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030M2	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Manager (M2)	M2 (Manager)
1H	Analyst	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P2	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P2	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P2	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Intermediate (P2)	P2 (Intermediate)
3H	Department Manager	STEAM OPS Department Office	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030M4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	STEAM OPS Department Office	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P5 (Master)

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<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Project Specialist	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Project Specialist	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Project Specialist	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Manager	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
1H	Analyst	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
1H	Associate Engineer A	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
1H	Specialist	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
3H	Department Manager	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
3L	Section Manager	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	STEAM OPS Long Range Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030M3	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	STEAM OPS Long Range Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	STEAM OPS Long Range Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	STEAM OPS Long Range Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	STEAM OPS Long Range Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)
3L	Section Manager	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030M3	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)
2H	Sr Planning Analyst	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)
2H	Project Specialist	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Project Specialist	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Project Specialist	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
3L	Section Manager	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Sr Engineer	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Project Specialist	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Sr Engineer	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Planning Analyst	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)
2L	Sr Analyst	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P3	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Career (P3)	P3 (Career)
3L	Section Manager	STEAM OPS East River EH&S	East River Station	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	STEAM OPS East River EH&S	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STEAM OPS East River EH&S	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STEAM OPS East River EH&S	East River Station	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
1H	Specialist	STEAM OPS East River EH&S	East River Station	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Intermediate (P2)	P2 (Intermediate)
3L	Maintenance Manager	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P5	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Master (P5)	P4 (Specialist)
2L	Administrator	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Career (P3)	P3 (Career)
2L	Administrator	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2L	Sr Analyst	<ul style="list-style-type: none"> Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
3L	Section Manager	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Sr Specialist	<ul style="list-style-type: none"> Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
1H	Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
3L	Maintenance Manager	<ul style="list-style-type: none"> Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2H	Project Specialist	<ul style="list-style-type: none"> Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Administrator	<ul style="list-style-type: none"> Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Sr Specialist	<ul style="list-style-type: none"> Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Administrator	<ul style="list-style-type: none"> Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Maintenance Supervisor	<ul style="list-style-type: none"> Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Specialist	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P2	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Career (P3)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P2	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Operations Manager	STEAM OPS East River Ops	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040M4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Group Manager (M4)	M4 (Group Mgr)
3L	Project Manager	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	STEAM OPS East River Ops	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P4 (Specialist)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Specialist	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Specialist	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
3H	Operations Manager	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
3L	Project Manager	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2H	Project Specialist	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Operations Trainer	STEAM OPS East River Ops	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Administrator	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	M1 (Supervisor)
1H	Specialist	STEAM OPS East River Ops	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
3L	Technical Manager	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Senior Manager (M3)	M3 (Senior Manager)

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<i>Census File</i>		
Band	Job Title	Description
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Operations Trainer	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Administrator	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Specialist	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
3L	Technical Manager	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	STEAM OPS East River Svcs	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	STEAM OPS East River Svcs	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P5	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Master (P5)	P4 (Specialist)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
1H	Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS Maintenance	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	STEAM OPS Maintenance	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P2	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS Maintenance	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2H	Sr Engineer	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Specialist	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Maintenance Supervisor	STEAM OPS Maintenance	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS Maintenance	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Operations Manager	STEAM OPS Operations	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-egf040m4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Group Manager (M4)	M4 (Group Mgr)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
4H	Plant Manager	STEAM OPS Services	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040M4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Group Manager (M4)	M4 (Group Mgr)
3L	Manager EH&S	STEAM OPS Emissions	Environmental, Health & Safety	Benchmark Data Available	ENG-AHS000M3	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	STEAM OPS Emissions	Environmental, Health & Safety	Benchmark Data Available	ENG-AHS000P4	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
1H	Maintenance Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Supervisor	<ul style="list-style-type: none"> ● Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering ● Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
3H	Operations Manager	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
2L	Shift Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
4H	Plant Manager	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
3L	Manager EH&S	<ul style="list-style-type: none"> ● Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations ● Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	<ul style="list-style-type: none"> ● Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations ● Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	STEAM OPS Emissions	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS000P4	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	STEAM OPS Emissions	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS000P4	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STEAM OPS Emissions	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS000P4	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STEAM OPS Reporting and Audits	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS000P3	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Supervisor	STEAM OPS Reporting and Audits	Environmental,Health & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS000M1	TW-CDB-Energy: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	STEAM OPS Safety and Training	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	STEAM OPS Safety and Training	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	STEAM OPS Safety and Training	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
1H	Specialist	STEAM OPS Safety and Training	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	STEAM OPS Safety and Training	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMS520M3	TW-CDB-Energy: Customer Support/Operations / AMS520 Meter Reading - Industrial / Senior Manager (M3)	M3 (Senior Manager)

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<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
1H	Supervisor	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
3L	Section Manager	<ul style="list-style-type: none"> • Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene • Investigates accidents and promotes safety-conscious work performance and training programs • Provides safety performance measures • <u>Determines root cause analyses</u>
2H	Sr Engineer	<ul style="list-style-type: none"> • Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene • Investigates accidents and promotes safety-conscious work performance and training programs • Provides safety performance measures • <u>Determines root cause analyses</u>
2L	Sr Analyst	<ul style="list-style-type: none"> • Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene • Investigates accidents and promotes safety-conscious work performance and training programs • Provides safety performance measures • <u>Determines root cause analyses</u>
1H	Specialist	<ul style="list-style-type: none"> • Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene • Investigates accidents and promotes safety-conscious work performance and training programs • Provides safety performance measures • <u>Determines root cause analyses</u>
1H	Specialist	<ul style="list-style-type: none"> • Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene • Investigates accidents and promotes safety-conscious work performance and training programs • Provides safety performance measures • <u>Determines root cause analyses</u>
3L	Section Manager	<ul style="list-style-type: none"> • Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMS520P4	TW-CDB-Energy: Customer Support/Operations / AMS520 Meter Reading - Industrial / Specialist (P4)	P4 (Specialist)
2L	Technical Supervisor	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMS520M2	TW-CDB-Energy: Customer Support/Operations / AMS520 Meter Reading - Industrial / Manager (M2)	P3 (Career)
2L	Field Operations Planner	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMS520P4	TW-CDB-Energy: Customer Support/Operations / AMS520 Meter Reading - Industrial / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMS520M1	TW-CDB-Energy: Customer Support/Operations / AMS520 Meter Reading - Industrial / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMS520M1	TW-CDB-Energy: Customer Support/Operations / AMS520 Meter Reading - Industrial / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550M3	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	STEAM OPS Perform Projects Grp	Steam Distribution	Benchmark Data Available	ENG-APM550P4	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	STEAM OPS Perform Projects Grp	Steam Distribution	Benchmark Data Available	ENG-APM550P4	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Specialist (P4)	P3 (Career)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P2	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P3	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Career (P3)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> • Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads
2L	Technical Supervisor	<ul style="list-style-type: none"> • Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads
2L	Field Operations Planner	<ul style="list-style-type: none"> • Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads
1H	Operating Supervisor	<ul style="list-style-type: none"> • Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads
1H	Operating Supervisor	<ul style="list-style-type: none"> • Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads
3L	Section Manager	<ul style="list-style-type: none"> • Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas • Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
2L	Field Operations Planner	<ul style="list-style-type: none"> • Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas • Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
2L	Field Operations Planner	<ul style="list-style-type: none"> • Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas • Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas • Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas • Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P2	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P3	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P2	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P2	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P2	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Intermediate (P2)	P2 (Intermediate)
2H	Manager	STEAM OPS Planning	Steam Distribution	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	M2 (Manager)
2L	Field Operations Planner	STEAM OPS Planning	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	STEAM OPS Planning	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
1H	Specialist	STEAM OPS Planning	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Career (P3)	P2 (Intermediate)
4L	General Manager	STEAM OPS Steam Distr Dept Off	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040M4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Group Manager (M4)	M4 (Group Mgr)
3L	Project Manager	STEAM OPS Steam Field Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P5	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Master (P5)	P5 (Master)
2L	Field Operations Planner	STEAM OPS Steam Field Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas • Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas • Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas • Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas • Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	<ul style="list-style-type: none"> • Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas • Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
2H	Manager	<ul style="list-style-type: none"> • Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment • Maintains plant operating records and performance reports
2L	Field Operations Planner	<ul style="list-style-type: none"> • Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment • Maintains plant operating records and performance reports
2L	Field Operations Planner	<ul style="list-style-type: none"> • Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment • Maintains plant operating records and performance reports
1H	Specialist	<ul style="list-style-type: none"> • Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment • Maintains plant operating records and performance reports
4L	General Manager	<ul style="list-style-type: none"> • Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment • Maintains plant operating records and performance reports
3L	Project Manager	<ul style="list-style-type: none"> • Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment • Maintains plant operating records and performance reports
2L	Field Operations Planner	<ul style="list-style-type: none"> • Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment • Maintains plant operating records and performance reports

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Field Operations Planner	STEAM OPS Steam Field Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS Steam Field Ops Weld	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops Weld	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops Weld	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment ● Maintains plant operating records and performance reports

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	STEAM OPS Tech Svcs and EHS	Steam Distribution	Benchmark Data Available	ENG-AHS000M3	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	STEAM OPS Tech Svcs and EHS	Steam Distribution	Benchmark Data Available	ENG-AHS000P4	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	STEAM OPS Tech Svcs and EHS	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS000P5	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Sr Specialist	STEAM OPS Tech Svcs and EHS	Steam Distribution	Benchmark Data Available	ENG-AHS000P3	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	STEAM OPS Tech Svcs and EHS	Steam Distribution	Benchmark Data Available	ENG-AHS000P4	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Operations Trainer	STEAM OPS Tech Svcs and EHS	Steam Distribution	Benchmark Data Available	ENG-AHS000P3	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)
3L	Area Manager	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ALS020M3	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020P4	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020P4	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2H	Project Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Operations Trainer	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
3L	Area Manager	<ul style="list-style-type: none"> • Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services • Evaluates contract compliance and advises others on contractual rights and obligations • Requests or approves amendments to contract terms or contract extensions • Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
2L	Field Operations Planner	<ul style="list-style-type: none"> • Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services • Evaluates contract compliance and advises others on contractual rights and obligations • Requests or approves amendments to contract terms or contract extensions • Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
2L	Field Operations Planner	<ul style="list-style-type: none"> • Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services • Evaluates contract compliance and advises others on contractual rights and obligations • Requests or approves amendments to contract terms or contract extensions • Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Supervisor	<ul style="list-style-type: none"> • Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services • Evaluates contract compliance and advises others on contractual rights and obligations • Requests or approves amendments to contract terms or contract extensions • Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Central Ops	SUBST OPS BQSI GM & Staff	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD000M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
2L	Operations Trainer	SUBST OPS BQSI GM & Staff	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-AHR134P4	TW-CDB-Energy: Human Resources / AHR134 Technical Training / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS BQSI GM & Staff	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD000M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Supervisor (M1)	M1 (Supervisor)
1H	Specialist	SUBST OPS BQSI GM & Staff	Bklyn/Queens/SI Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Supervisor	<ul style="list-style-type: none"> Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Supervisor	<ul style="list-style-type: none"> Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Supervisor	<ul style="list-style-type: none"> Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
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4H	General Manager Central Ops	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2L	Operations Trainer	<ul style="list-style-type: none"> Develops and implements training activities directed at both employee competencies and technical skills Collaborates with other functions (e.g., engineering, operations, maintenance) to ensure that course materials reflect current specifications and to obtain information on new processes and equipment May visit work locations to confirm effectiveness of technical training programs
2L	Sr Specialist	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
1H	Specialist	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Area Manager	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P4 (Specialist)
2L	Field Operations Planner	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Career (P3)	P3 (Career)
2L	Sr Specialist	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
3L	Area Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2H	Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Sr Specialist	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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1H	Supervisor	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Area Manager	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Area Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Area Manager	SUBST OPS SI Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS SI Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS SI Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS SI Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Area Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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1H	Supervisor	SUBST OPS SI Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030M2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Manager (M2)	M2 (Manager)
2H	Project Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)
2H	Project Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030M2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Manager (M2)	M2 (Manager)
2H	Project Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030M2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Manager (M2)	M2 (Manager)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)

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1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Section Manager	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2H	Project Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2H	Project Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
3L	Area Manager	SUBST OPS Auxiliary Sys ^t s Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Auxiliary Sys ^t s Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
2L	Engineer	SUBST OPS Auxiliary Sys ^t s Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Supervisor	SUBST OPS Auxiliary Sys ^t s Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
3L	Area Manager	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities ● Responsibilities may be limited to assigned district areas
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities ● Responsibilities may be limited to assigned district areas
2L	Engineer	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities ● Responsibilities may be limited to assigned district areas
1H	Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities ● Responsibilities may be limited to assigned district areas

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Auxiliary Sys Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Auxiliary Sys Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Auxiliary Sys Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Auxiliary Sys Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Area Manager	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ALS020M3	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020P4	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020P4	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Area Manager	<ul style="list-style-type: none"> Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
2L	Field Operations Planner	<ul style="list-style-type: none"> Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
2L	Field Operations Planner	<ul style="list-style-type: none"> Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
3L	Area Manager	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
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3L	Area Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Central Ops	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD000M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
2L	Operations Trainer	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Benchmark Data Available	ENG-AHR134P4	TW-CDB-Energy: Human Resources / AHR134 Technical Training / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Specialist (P4)	P3 (Career)

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Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
4H	General Manager Central Ops	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2L	Operations Trainer	<ul style="list-style-type: none"> Develops and implements training activities directed at both employee competencies and technical skills Collaborates with other functions (e.g., engineering, operations, maintenance) to ensure that course materials reflect current specifications and to obtain information on new processes and equipment May visit work locations to confirm effectiveness of technical training programs
2L	Sr Specialist	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2L	Sr Specialist	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations

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Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD000M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Area Manager	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2L	Sr Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
1H	Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
3L	Area Manager	<ul style="list-style-type: none"> • Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands • Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands • Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant • Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs • Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	<ul style="list-style-type: none"> • Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands • Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands • Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant • Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs • Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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1H	Supervisor	<ul style="list-style-type: none"> • Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands • Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands • Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant • Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs • Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Section Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P4 (Specialist)
2H	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P4 (Specialist)
2H	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P4 (Specialist)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)

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Census File		
Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Shift Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Engineer	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Career (P3)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)

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Band	Job Title	Description
2L	Shift Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Engineer	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Shift Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
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1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
2L	Shift Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Shift Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	SUBST OPS BQ PST	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Senior Manager (M3)	M3 (Senior Manager)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Section Manager	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / <i>Manager (M2)</i>	P3 (Career)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / <i>Manager (M2)</i>	P3 (Career)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / <i>Manager (M2)</i>	P3 (Career)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / <i>Manager (M2)</i>	P3 (Career)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / <i>Manager (M2)</i>	P3 (Career)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / <i>Manager (M2)</i>	P3 (Career)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / <i>Manager (M2)</i>	P3 (Career)
2L	Technical Supervisor	SUBST OPS Bronx PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / <i>Manager (M2)</i>	P3 (Career)
2L	Technical Supervisor	SUBST OPS Bronx PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / <i>Manager (M2)</i>	P3 (Career)
1H	Supervisor	SUBST OPS Bronx PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / <i>Supervisor (M1)</i>	P2 (Intermediate)
2L	Sr System Analyst	SUBST OPS Cyber Security	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Career (<i>P2</i>)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
1H	Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	SUBST OPS Manh PST	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Senior Manager (M2)	M3 (Senior Manager)
2L	Technical Supervisor	SUBST OPS Manh PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS Manh PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS Manh PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS Manh PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
1H	Supervisor	SUBST OPS Manh PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Central Ops	SUBST OPS PST Dept Office	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P4 (Specialist)
2L	Technical Supervisor	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
1H	Supervisor	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
4H	General Manager Central Ops	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
3L	Section Manager	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2H	Manager	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Technical Supervisor	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS Staten Island PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS Staten Island PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-ENG: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
3L	Section Manager	SUBST OPS Westchester PST	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Senior Manager (M3)	M3 (Senior Manager)
2L	Technical Supervisor	SUBST OPS Westchester PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS Westchester PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS Westchester PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M2	TW-CDB-ENG: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
1H	Supervisor	SUBST OPS Westchester PST	Protective Systems Testing	Benchmark Data Available	ENG-EDD030M1	TW-CDB-ENG: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
3L	Section Manager	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures
1H	Supervisor	<ul style="list-style-type: none"> ● Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing ● Ensures that equipment systems meet organization standards ● Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems ● Maintains knowledge of current test equipment and procedures

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Section Manager	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2H	Manager	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2H	Sr Engineer	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
1H	Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P2 (Intermediate)
1H	Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P2 (Intermediate)
1H	Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	SUBST OPS Planning	Substation Operations Planning	Benchmark Data Available	ENG-EDD000M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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3L	Section Manager	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P4 (Specialist)

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
4L	General Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Benchmark Data Available	ENG-EDD000M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3L	Project Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Project Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Project Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Project Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P5 (Master)

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Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	<ul style="list-style-type: none"> ● Directs and coordinates distribution activities that provide electric and/or gas service to customers ● Has responsibilities that typically include operations, line construction and/or maintenance and field engineering ● Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions ● Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work ● Provides adequate, accurate information to the customer service centers to keep affected customers properly informed ● Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2H	Sr Planning Analyst	<ul style="list-style-type: none"> ● Directs and coordinates distribution activities that provide electric and/or gas service to customers ● Has responsibilities that typically include operations, line construction and/or maintenance and field engineering ● Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions ● Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work ● Provides adequate, accurate information to the customer service centers to keep affected customers properly informed ● Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2H	Sr Planning Analyst	<ul style="list-style-type: none"> ● Directs and coordinates distribution activities that provide electric and/or gas service to customers ● Has responsibilities that typically include operations, line construction and/or maintenance and field engineering ● Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions ● Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work ● Provides adequate, accurate information to the customer service centers to keep affected customers properly informed ● Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
4L	General Manager	<ul style="list-style-type: none"> ● Directs and coordinates distribution activities that provide electric and/or gas service to customers ● Has responsibilities that typically include operations, line construction and/or maintenance and field engineering ● Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions ● Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work ● Provides adequate, accurate information to the customer service centers to keep affected customers properly informed ● Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
3L	Project Manager	<ul style="list-style-type: none"> ● Directs and coordinates distribution activities that provide electric and/or gas service to customers ● Has responsibilities that typically include operations, line construction and/or maintenance and field engineering ● Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions ● Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work ● Provides adequate, accurate information to the customer service centers to keep affected customers properly informed ● Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
3L	Project Manager	<ul style="list-style-type: none"> ● Directs and coordinates distribution activities that provide electric and/or gas service to customers ● Has responsibilities that typically include operations, line construction and/or maintenance and field engineering ● Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions ● Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work ● Provides adequate, accurate information to the customer service centers to keep affected customers properly informed ● Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
3L	Project Manager	<ul style="list-style-type: none"> ● Directs and coordinates distribution activities that provide electric and/or gas service to customers ● Has responsibilities that typically include operations, line construction and/or maintenance and field engineering ● Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions ● Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work ● Provides adequate, accurate information to the customer service centers to keep affected customers properly informed ● Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
3L	Project Manager	<ul style="list-style-type: none"> ● Directs and coordinates distribution activities that provide electric and/or gas service to customers ● Has responsibilities that typically include operations, line construction and/or maintenance and field engineering ● Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions ● Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work ● Provides adequate, accurate information to the customer service centers to keep affected customers properly informed ● Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Project Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P5 (Master)
2H	Sr Planning Analyst	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
3L	Section Manager	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Benchmark Data Available	ENG-EDD000M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Benchmark Data Available	ENG-EDD000M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Manager (M2)	P4 (Specialist)
2L	Sr Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Benchmark Data Available	ENG-EDD000M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Supervisor (M1)	M1 (Supervisor)
1H	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
3L	Project Manager	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2H	Sr Planning Analyst	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
3L	Section Manager	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2H	Manager	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2L	Sr Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2L	Sr Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2L	Sr Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
1H	Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1L	Chief Coordinator	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Intermediate (P2)	P1 (Entry)
3L	Area Manager	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
1H	Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
1H	Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
1L	Chief Coordinator	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
3L	Area Manager	<ul style="list-style-type: none"> • Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands • Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands • Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant • Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs • Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	<ul style="list-style-type: none"> • Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands • Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands • Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant • Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs • Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	<ul style="list-style-type: none"> • Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands • Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands • Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant • Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs • Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Area Manager	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ALS020M3	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020P4	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020P3	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
3L	Area Manager	<ul style="list-style-type: none"> Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
2L	Field Operations Planner	<ul style="list-style-type: none"> Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
2L	Field Operations Planner	<ul style="list-style-type: none"> Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Central Ops	SUBST OPS BW Dept Office	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD000M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Specialist	SUBST OPS BW Dept Office	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD000M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Supervisor (M1)	M1 (Supervisor)
2L	Operations Trainer	SUBST OPS BW Dept Office	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-AHR134P4	TW-CDB-Energy: Human Resources / AHR134 Technical Training / Specialist (P4)	P3 (Career)

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Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Supervisor	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Supervisor	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Supervisor	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Supervisor	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Supervisor	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Supervisor	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
1H	Supervisor	<ul style="list-style-type: none"> ● Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services ● Evaluates contract compliance and advises others on contractual rights and obligations ● Requests or approves amendments to contract terms or contract extensions ● Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
4H	General Manager Central Ops	<ul style="list-style-type: none"> ● Directs and coordinates distribution activities that provide electric and/or gas service to customers ● Has responsibilities that typically include operations, line construction and/or maintenance and field engineering ● Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions ● Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work ● Provides adequate, accurate information to the customer service centers to keep affected customers properly informed ● Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Directs and coordinates distribution activities that provide electric and/or gas service to customers ● Has responsibilities that typically include operations, line construction and/or maintenance and field engineering ● Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions ● Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work ● Provides adequate, accurate information to the customer service centers to keep affected customers properly informed ● Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2L	Operations Trainer	<ul style="list-style-type: none"> ● Develops and implements training activities directed at both employee competencies and technical skills ● Collaborates with other functions (e.g., engineering, operations, maintenance) to ensure that course materials reflect current specifications and to obtain information on new processes and equipment ● May visit work locations to confirm effectiveness of technical training programs

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	SUBST OPS BW Dept Office	Westchester/Bronx Subst Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	SUBST OPS BW Dept Office	Westchester/Bronx Subst Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Intermediate (P2)	P1 (Entry)
3L	Area Manager	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Engineer	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
1L	Associate Specialist	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
3L	Area Manager	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Engineer	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Area Manager	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Area Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Area Manager	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Field Operations Planner	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Area Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)

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Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Section Manager	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Sr Specialist	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3H	Chief District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Assoc Chief District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	Assoc Chief District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	Assoc Chief District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
3L	Assoc Chief District Operator	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Assoc Chief District Operator	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Assoc Chief District Operator	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr District Operator	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
3L	Section Manager	STO Operations Analysis Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	STO Operations Analysis Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	STO Operations Analysis Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Engineer	STO Operations Analysis Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
3L	Section Manager	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)

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Band	Job Title	Description
2L	District Operator	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	District Operator	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	District Operator	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	District Operator	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Section Manager	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Section Manager	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities

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Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Planning Analyst	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	District Operator	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	District Operator	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	District Operator	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
4H	General Manager Central Ops	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3L	Systems Manager	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)

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<i>Census File</i>		
Band	Job Title	Description
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	District Operator	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	District Operator	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	District Operator	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
4H	General Manager Central Ops	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3H	Department Manager	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Systems Manager	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Systems Manager	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Systems Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Systems Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Benchmark Data Available	ENG-ETO000M2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Manager (M2)	M2 (Manager)

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Technical Supervisor	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	M1 (Supervisor)
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Associate Engineer A	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Associate Engineer A	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)

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2L	Sr System Analyst	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Sr System Analyst	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Sr System Analyst	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Technical Supervisor	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Sr System Analyst	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Sr System Analyst	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Sr System Analyst	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Associate Engineer A	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Associate Engineer A	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	System Analyst	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
3H	Chief System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)

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<i>Census File</i>		
Band	Job Title	Description
1H	System Analyst	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Associate Engineer A	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
1H	System Analyst	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
1H	System Analyst	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
1L	Associate Specialist	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3H	Chief System Operator	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Sr System Operator	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Sr System Operator	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Sr System Operator	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Assoc Chief System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Energy Manager	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Benchmark Data Available	ENG-ETO000M2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Project Specialist	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
4H	General Manager Central Ops	STO Department Office	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3L	Project Manager	STO Department Office	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Project Manager	STO Department Office	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Project Manager	STO Department Office	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
2H	Project Specialist	STO Department Office	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
3L	Section Manager	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)

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<i>Census File</i>		
Band	Job Title	Description
2H	Transmission Operator	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Transmission Operator	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Transmission Operator	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
4H	General Manager Central Ops	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Project Manager	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Project Manager	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Project Manager	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Project Specialist	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Section Manager	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Project Specialist	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Sr Specialist	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004M3	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P3	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance / Career (P3)	P3 (Career)
2L	Sr Specialist	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P4	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P4	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance / Specialist (P4)	P3 (Career)

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Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Section Manager	<ul style="list-style-type: none"> Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment (e.g. cranes, trucks, track equipment, oil processing trailers, mobile power equipment)
2L	Field Operations Planner	<ul style="list-style-type: none"> Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment (e.g. cranes, trucks, track equipment, oil processing trailers, mobile power equipment)
2L	Sr Specialist	<ul style="list-style-type: none"> Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment (e.g. cranes, trucks, track equipment, oil processing trailers, mobile power equipment)
2L	Field Operations Planner	<ul style="list-style-type: none"> Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment (e.g. cranes, trucks, track equipment, oil processing trailers, mobile power equipment)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P2	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P2	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004M1	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P2	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	STO Transmission Ops EH&S	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	STO Transmission Ops EH&S	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	STO Transmission Ops EH&S	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
3H	Department Manager	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)

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Census File		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements ● Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid ● May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment (e.g. cranes, trucks, track equipment, oil processing trailers, mobile power equipment)
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements ● Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid ● May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment (e.g. cranes, trucks, track equipment, oil processing trailers, mobile power equipment)
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements ● Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid ● May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment (e.g. cranes, trucks, track equipment, oil processing trailers, mobile power equipment)
1H	Specialist	<ul style="list-style-type: none"> ● Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements ● Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid ● May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment (e.g. cranes, trucks, track equipment, oil processing trailers, mobile power equipment)
3L	Section Manager	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Project Specialist	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Project Specialist	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3H	Department Manager	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Sr Specialist	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Field Operations Planner	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Sr Specialist	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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1H	Supervisor	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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1H	Specialist	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Chief Construction Inspector	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Chief Construction Inspector	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
3L	Technical Specialist	STO Bulk Pwr Sys Prf Any PIng	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)
3L	Technical Specialist	STO Bulk Pwr Sys Prf Any PIng	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P5 (Master)

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<i>Census File</i>		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
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3L	Technical Specialist	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Technical Specialist	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	STO Bulk Pwr Sys Prf Anly PIng	Transmission Planning	Benchmark Data Available	ENG-ETO005M3	TW-CDB-Energy: Electric Transmission Operations / ETO005 Electric Transmission System Operations - Reliability / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	STO Bulk Pwr Sys Prf Anly PIng	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	STO Bulk Pwr Sys Prf Anly PIng	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	STO Bulk Pwr Sys Prf Anly PIng	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Engineer	STO Bulk Pwr Sys Prf Anly PIng	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Associate Engineer A	STO Bulk Pwr Sys Prf Anly PIng	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	STO Interconnection Services	Transmission Planning	Benchmark Data Available	ENG-ETO005M3	TW-CDB-Energy: Electric Transmission Operations / ETO005 Electric Transmission System Operations - Reliability / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> ● Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards ● Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate ● Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages ● Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time ● Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area ● Maintains real-time compliance with reliability standards set by regulatory authorities ● Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions ● Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service
2H	Sr Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Associate Engineer A	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Section Manager	<ul style="list-style-type: none"> ● Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards ● Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate ● Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages ● Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time ● Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area ● Maintains real-time compliance with reliability standards set by regulatory authorities ● Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions ● Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Engineer	STO Interconnection Services	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	STO Interconnection Services	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Engineer	STO Interconnection Services	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
3L	Section Manager	STO Long Range Plng & Analysis	Transmission Planning	Benchmark Data Available	ENG-ETO005M3	TW-CDB-Energy: Electric Transmission Operations / ETO005 Electric Transmission System Operations - Reliability / Senior Manager (M3)	M3 (Senior Manager)
2L	Engineer	STO Long Range Plng & Analysis	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
3L	Section Manager	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P5	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Master (P5)	P5 (Master)
2H	Sr Planning Analyst	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Engineer	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Section Manager	<ul style="list-style-type: none"> Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area Maintains real-time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service
2L	Engineer	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Section Manager	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Technical Specialist	<ul style="list-style-type: none"> Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P5	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Master (P5)	P4 (Specialist)
2H	Sr Engineer	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)
2L	Engineer	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
1H	Associate Engineer A	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
4H	Chief Engineer	STO Transmission Reliability	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
4L	Technical Leader	STO Transmission Reliability	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
2L	Senior Executive Assistant	CHAIRMAN CEO Chairman CEO	Off Of Chair Of Board & CEO	Benchmark Data Available	AAS042U4	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Lead (U4)	M1 (Supervisor)

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<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> • Develops, implements and maintains an operating an reliability standards compliance framework • Monitors transmission operations to ensure compliance with national, regional and local regulations • Evaluates operating events, disturbances an performance • Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires • Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Sr Engineer	<ul style="list-style-type: none"> • Develops, implements and maintains an operating an reliability standards compliance framework • Monitors transmission operations to ensure compliance with national, regional and local regulations • Evaluates operating events, disturbances an performance • Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires • Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Sr Planning Analyst	<ul style="list-style-type: none"> • Develops, implements and maintains an operating an reliability standards compliance framework • Monitors transmission operations to ensure compliance with national, regional and local regulations • Evaluates operating events, disturbances an performance • Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires • Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Sr Engineer	<ul style="list-style-type: none"> • Develops, implements and maintains an operating an reliability standards compliance framework • Monitors transmission operations to ensure compliance with national, regional and local regulations • Evaluates operating events, disturbances an performance • Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires • Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Engineer	<ul style="list-style-type: none"> • Develops, implements and maintains an operating an reliability standards compliance framework • Monitors transmission operations to ensure compliance with national, regional and local regulations • Evaluates operating events, disturbances an performance • Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires • Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Associate Engineer A	<ul style="list-style-type: none"> • Develops, implements and maintains an operating an reliability standards compliance framework • Monitors transmission operations to ensure compliance with national, regional and local regulations • Evaluates operating events, disturbances an performance • Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires • Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
4H	Chief Engineer	<ul style="list-style-type: none"> • Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function • Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits • Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur • Maintains real-time compliance with reliability standards set by regulatory authorities
4L	Technical Leader	<ul style="list-style-type: none"> • Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function • Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits • Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur • Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Senior Executive Assistant	<ul style="list-style-type: none"> • Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy • Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries • Receives, screens and directs incoming calls, visitors, mail and e-mail • Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses • Participates in the development and implementation of secretarial standards, policies and practices for the organization

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Executive Assistant 1L	CHAIRMAN CEO Chairman CEO	Off Of Chair Of Board & CEO	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042U1	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Entry (U1)	P1 (Entry)
2H	Manager	CUST OPS Acct Responsibility	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042m2	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Manager (M2)	M2 (Manager)
1H	Supervisor	CUST OPS Acct Responsibility	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Acct Responsibility	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1L	Customer Ops Supervisor	CUST OPS Acct Responsibility	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Acct Responsibility	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Acct Responsibility	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
3L	Section Manager	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

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Census File		
Band	Job Title	Description
1L	Executive Assistant 1L	<ul style="list-style-type: none"> ● Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy ● Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries ● Receives, screens and directs incoming calls, visitors, mail and e-mail ● Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses ● Participates in the development and implementation of secretarial standards, policies and practices for the organization
2H	Manager	<ul style="list-style-type: none"> ● Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy ● Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries ● Receives, screens and directs incoming calls, visitors, mail and e-mail ● Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses ● Participates in the development and implementation of secretarial standards, policies and practices for the organization
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
3L	Section Manager	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
2L	Sr Specialist	CUST OPS Bronx Walk In Center	Customer Assistance	Benchmark Data Available	CSR.060.521	AH-TCM-GI: Customer Support / 060--Call Center / Call Center Team Leader/Supervisor	M1 (Supervisor)
1L	Customer Ops Supervisor	CUST OPS Bronx Walk In Center	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
2L	Sr Specialist	CUST OPS Comm Mgmt Group	Customer Assistance	Benchmark Data Available	AMS000P3	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Comm Mgmt Group	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS000P4	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Specialist	CUST OPS Comm Mgmt Group	Customer Assistance	Benchmark Data Available	AMS000P2	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CUST OPS Comm Mgmt Group	Customer Assistance	Benchmark Data Available	AMS000P2	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CUST OPS Comm Mgmt Group	Customer Assistance	Benchmark Data Available	AMS000P2	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
2H	Manager	CUST OPS Credit Operations	Customer Assistance	Benchmark Data Available	AMS010M2	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Manager (M2)	M2 (Manager)
1H	Supervisor	CUST OPS Credit Operations	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
2L	Sr Specialist	Supervises and directs the day-to-day operations of a team of call center representatives. Maintains work activities to meet operational requirements. Monitors staff performance in accordance to established standards. Please report exempt or nonexempt status for the position in the "Significant Differences column".
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints ● Resolves customer inquiries and complaints fairly and effectively ● Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships ● Recommends and implements programs to support customer needs ● Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints ● Resolves customer inquiries and complaints fairly and effectively ● Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships ● Recommends and implements programs to support customer needs ● Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines
1H	Specialist	<ul style="list-style-type: none"> ● Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints ● Resolves customer inquiries and complaints fairly and effectively ● Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships ● Recommends and implements programs to support customer needs ● Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines
1H	Specialist	<ul style="list-style-type: none"> ● Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints ● Resolves customer inquiries and complaints fairly and effectively ● Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships ● Recommends and implements programs to support customer needs ● Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines
1H	Specialist	<ul style="list-style-type: none"> ● Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints ● Resolves customer inquiries and complaints fairly and effectively ● Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships ● Recommends and implements programs to support customer needs ● Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines
2H	Manager	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Credit Operations	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Credit Operations	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
2L	Sr Specialist	CUST OPS Cust Asst GM & Staff	Customer Assistance	Benchmark Data Available	AMS020P3	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Cust Asst GM & Staff	Customer Assistance	Benchmark Data Available	AMS020P3	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Career (P3)	P3 (Career)
3L	Section Manager	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010p3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
3L	Section Manager	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
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1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
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1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
3L	Section Manager	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	CSR.060.521	AH-TCM-GI: Customer Support / 060--Call Center / Call Center Team Leader/Supervisor	P3 (Career)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
3L	Section Manager	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
2L	Sr Specialist	Supervises and directs the day-to-day operations of a team of call center representatives. Maintains work activities to meet operational requirements. Monitors staff performance in accordance to established standards. Please report exempt or nonexempt status for the position in the "Significant Differences column".
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
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1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
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1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	CUST OPS Harlem Service Center	Customer Assistance	Benchmark Data Available	CSR.060.521	AH-TCM-GI: Customer Support / 060--Call Center / Call Center Team Leader/Supervisor	M1 (Supervisor)
3L	Section Manager	CUST OPS Northern Call Center (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Northern Call Center (Call Center)	Customer Assistance	Benchmark Data Available	CSR.060.521	AH-TCM-GI: Customer Support / 060--Call Center / Call Center Team Leader/Supervisor	P3 (Career)
1L	Customer Ops Supervisor	CUST OPS Northern Call Center (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Northern Call Center (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Northern Call Center (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	M1 (Supervisor)
1L	Customer Ops Supervisor	CUST OPS Northern Call Center (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Northern Call Center (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Northern Call Center (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
3L	Section Manager	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020P3	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Career (P3)	P3 (Career)
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)

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Census File		
Band	Job Title	Description
2L	Sr Specialist	Supervises and directs the day-to-day operations of a team of call center representatives. Maintains work activities to meet operational requirements. Monitors staff performance in accordance to established standards. Please report exempt or nonexempt status for the position in the "Significant Differences column".
3L	Section Manager	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
2L	Sr Specialist	Supervises and directs the day-to-day operations of a team of call center representatives. Maintains work activities to meet operational requirements. Monitors staff performance in accordance to established standards. Please report exempt or nonexempt status for the position in the "Significant Differences column".
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
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3L	Section Manager	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
2L	Sr Specialist	<ul style="list-style-type: none"> Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidiscipline / Supervisor (M1)	P1 (Entry)
3L	Section Manager	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	CSR.000.530	AH-TCM-GI: Customer Support / 000--General / Customer Support Manager	M3 (Senior Manager)
3L	Technical Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
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1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards ● Processes customer orders, bills and accounts, and applications for service, maintenance and termination ● Troubleshoots and resolves customer complaints
3L	Section Manager	Responsible for monitoring activities of customer support staff, ensuring employees are meeting performance measures relating to customer satisfaction. May be responsible for all resolution of customer inquiries in accordance with unit policies.
3L	Technical Specialist	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020--Applications / Business Analyst-Senior	P3 (Career)
2L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020--Applications / Business Systems Consultant-Intermediate	P3 (Career)
2L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020--Applications / Business Systems Consultant-Intermediate	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020--Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020--Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020--Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020--Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020--Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020--Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020--Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020--Applications / Business Analyst-Senior	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr System Analyst	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.
2L	Sr System Analyst	Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.
2L	Sr Specialist	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more than 5 years of experience.
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2L	Sr Specialist	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more than 5 years of experience.
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2L	Sr Specialist	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4L	General Manager	CUST OPS Quality Assurance (Call Center)	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist (P4)	P3 (Career)
2L	Sr Analyst	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist (P4)	P3 (Career)
3H	Department Manager	CUST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS010M4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Group Manager (M4)	M4 (Group Mgr)
2H	Sr Planning Analyst	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
4L	General Manager	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
3L	Section Manager	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
2L	Sr Specialist	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
2L	Sr Analyst	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
2L	Sr Specialist	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
2L	Sr Specialist	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
2L	Sr Specialist	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
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3H	Department Manager	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
2L	Sr Specialist	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
1H	Customer Outreach Advocate	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P2	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
3L	Section Manager	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
3L	Section Manager	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010p3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010p4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010p4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
4L	General Manager	CUST OPS Field Ops GM & Staff	Field Operations	Benchmark Data Available	ams000M4	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
2H	Project Specialist	CUST OPS Field Ops GM & Staff	Field Operations	Non-benchmark Job			
3L	Section Manager	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
4L	General Manager	<ul style="list-style-type: none"> ● Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints ● Resolves customer inquiries and complaints fairly and effectively ● Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships ● Recommends and implements programs to support customer needs ● Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines
2H	Project Specialist	
3L	Section Manager	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
3L	Section Manager	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024M3	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P3	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P3	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
3L	Section Manager	<ul style="list-style-type: none"> ● Plans and monitors customer contact center schedules and operations ● Provides management information and productivity forecasts by observing customer call patterns ● Develops, monitors and analyzes key performance indicators ● May schedule call center equipment maintenance and repair appointments
2L	Sr Specialist	<ul style="list-style-type: none"> ● Plans and monitors customer contact center schedules and operations ● Provides management information and productivity forecasts by observing customer call patterns ● Develops, monitors and analyzes key performance indicators ● May schedule call center equipment maintenance and repair appointments
2L	Sr Specialist	<ul style="list-style-type: none"> ● Plans and monitors customer contact center schedules and operations ● Provides management information and productivity forecasts by observing customer call patterns ● Develops, monitors and analyzes key performance indicators ● May schedule call center equipment maintenance and repair appointments

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Analyst	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P3	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P3	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P4	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P4	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P4	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P4	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P4	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Specialist (P4)	P3 (Career)
1L	Customer Ops Supervisor	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024M1	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Supervisor (M1)	P1 (Entry)
3L	Section Manager	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

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<i>Census File</i>		
Band	Job Title	Description
2L	Sr Analyst	<ul style="list-style-type: none"> Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments
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2L	Sr Specialist	<ul style="list-style-type: none"> Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments
3L	Section Manager	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
3L	Section Manager	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M3	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020P4	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020P4	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Specialist (P4)	P3 (Career)

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Band	Job Title	Description
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
3L	Section Manager	<ul style="list-style-type: none"> ● Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly ● Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
2L	Sr Specialist	<ul style="list-style-type: none"> ● Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly ● Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
2L	Sr Specialist	<ul style="list-style-type: none"> ● Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly ● Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	M1 (Supervisor)
1H	Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)
2H	Manager	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M2	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Manager (M2)	M2 (Manager)
1H	Operating Supervisor	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	<ul style="list-style-type: none"> Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	<ul style="list-style-type: none"> Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Supervisor	<ul style="list-style-type: none"> Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	<ul style="list-style-type: none"> Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	<ul style="list-style-type: none"> Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	<ul style="list-style-type: none"> Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	<ul style="list-style-type: none"> Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
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1H	Operating Supervisor	<ul style="list-style-type: none"> Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
2H	Manager	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers <u>Develops improvement plans in response to customer surveys</u>
1H	Operating Supervisor	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers <u>Develops improvement plans in response to customer surveys</u>

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Executive Assistant 1L	CUST OPS Office of SVP	Off Sr VP Customer Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042U1	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Entry (U1)	P1 (Entry)
3L	Section Manager	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010p4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010p4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Customer Ops Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1L	Executive Assistant 1L	<ul style="list-style-type: none"> ● Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy ● Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries ● Receives, screens and directs incoming calls, visitors, mail and e-mail ● Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses ● Participates in the development and implementation of secretarial standards, policies and practices for the organization
3L	Section Manager	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● <u>Develops improvement plans in response to customer surveys</u>

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010p3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
1H	Supervisor	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M2	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Manager (M2)	M2 (Manager)
2L	Sr Specialist	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career (P3)	P3 (Career)

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Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
3L	Section Manager	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
3L	Section Manager	<ul style="list-style-type: none"> ● Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements ● Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost ● Monitors resource requirements, call volume, quality and efficiency of customer contact center operations ● Collaborates with training resources to provide training on improved processes
2H	Manager	<ul style="list-style-type: none"> ● Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements ● Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost ● Monitors resource requirements, call volume, quality and efficiency of customer contact center operations ● Collaborates with training resources to provide training on improved processes
2L	Sr Specialist	<ul style="list-style-type: none"> ● Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements ● Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost ● Monitors resource requirements, call volume, quality and efficiency of customer contact center operations ● Collaborates with training resources to provide training on improved processes
2L	Sr Specialist	<ul style="list-style-type: none"> ● Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements ● Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost ● Monitors resource requirements, call volume, quality and efficiency of customer contact center operations ● Collaborates with training resources to provide training on improved processes

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career (P3)	P3 (Career)
1H	Supervisor	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M1	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M1	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Supervisor (M1)	P2 (Intermediate)
4L	General Manager	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040M4	TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040M3	TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040P3	TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040P3	TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040P3	TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution / Career (P3)	P3 (Career)
1H	Supervisor	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040M1	TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution / Supervisor (M1)	P2 (Intermediate)
2H	Project Specialist	CUST OPS Team Telecom App Mgmt	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	ait090p4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CUST OPS Team Telecom App Mgmt	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	ait090p5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
3L	Section Manager	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
2L	Sr Specialist	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
1H	Supervisor	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
1H	Supervisor	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
4L	General Manager	<ul style="list-style-type: none"> Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
3L	Section Manager	<ul style="list-style-type: none"> Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
2L	Sr Specialist	<ul style="list-style-type: none"> Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
2L	Sr Specialist	<ul style="list-style-type: none"> Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
2L	Sr Specialist	<ul style="list-style-type: none"> Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
1H	Supervisor	<ul style="list-style-type: none"> Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
2H	Project Specialist	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Project Specialist	<ul style="list-style-type: none"> Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
3L	Section Manager	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
2H	Manager	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M2	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Manager (M2)	M2 (Manager)
1H	Operating Supervisor	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	CUST OPS Central Credit	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS010P5	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Master (P5)	P4 (Specialist)
2L	Sr Specialist	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Analyst	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Final Bills & PAC	Strategic Applications	Benchmark Data Available	AMS010p4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
1H	Supervisor	CUST OPS Final Bills & PAC	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Final Bills & PAC	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Final Bills & PAC	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CUST OPS Metering	Strategic Applications	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Metering	Strategic Applications	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
3H	Department Manager	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025M3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / M3 (Senior Manager)	M3 (Section Mgr)
3L	Technical Specialist	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025M3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / M3 (Senior Manager)	M3 (Senior Manager)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P4	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / P4 (Specialist)	P3 (Career)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Career (P3)	P3 (Career)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Analyst	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
1H	Supervisor	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
3L	Section Manager	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides customer services relating to sales, sales promotions, installations and communications ● Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws ● Develops organizationwide initiatives to proactively inform and educate customers ● Develops improvement plans in response to customer surveys
3H	Department Manager	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Typically resolves issues referred by help desk support
3L	Technical Specialist	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Typically resolves issues referred by help desk support
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Typically resolves issues referred by help desk support
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Typically resolves issues referred by help desk support
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● Typically resolves issues referred by help desk support

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025M1	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Manager (M2)	M1 (Supervisor)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Career (P3)	P3 (Career)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P4	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / P4 (Specialist)	P3 (Career)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Career (P3)	P3 (Career)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P4	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / P4 (Specialist)	P3 (Career)
1H	System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020--Applications / Business Systems Consultant-Intermediate	P2 (Intermediate)
1H	System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020--Applications / Business Systems Consultant-Intermediate	P2 (Intermediate)
1H	System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020--Applications / Business Systems Consultant-Intermediate	P2 (Intermediate)
3L	Section Manager	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M2	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Manager (M2)	M2 (Manager)
2H	Sr Planning Analyst	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M2	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Manager (M2)	M2 (Manager)

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Census File		
Band	Job Title	Description
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● <u>Typically resolves issues referred by help desk support</u>
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● <u>Typically resolves issues referred by help desk support</u>
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● <u>Typically resolves issues referred by help desk support</u>
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● <u>Typically resolves issues referred by help desk support</u>
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● <u>Typically resolves issues referred by help desk support</u>
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) ● Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems ● <u>Typically resolves issues referred by help desk support</u>
1H	System Analyst	Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.
1H	System Analyst	Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.
1H	System Analyst	Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.
3L	Section Manager	<ul style="list-style-type: none"> ● Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements ● Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost ● Monitors resource requirements, call volume, quality and efficiency of customer contact center operations ● <u>Collaborates with training resources to provide training on improved processes</u>
2H	Manager	<ul style="list-style-type: none"> ● Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements ● Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost ● Monitors resource requirements, call volume, quality and efficiency of customer contact center operations ● <u>Collaborates with training resources to provide training on improved processes</u>
2H	Sr Planning Analyst	<ul style="list-style-type: none"> ● Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements ● Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost ● Monitors resource requirements, call volume, quality and efficiency of customer contact center operations ● <u>Collaborates with training resources to provide training on improved processes</u>

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist (P4)	P3 (Career)
1H	Specialist	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career (P3)	P2 (Intermediate)
1H	Specialist	CUST OPS Reg Perf Analysis	Strategic Applications	Non-benchmark Job			
1H	Supervisor	CUST OPS Replevin	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
4L	General Manager	CUST OPS Strat Apps GM & Staff	Strategic Applications	Non-benchmark Job			
3L	Section Manager	CUST OPS Strat Apps GM & Staff	Strategic Applications	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	CUST OPS Strat Apps GM & Staff	Strategic Applications	Non-benchmark Job			
2H	Project Specialist	CUST OPS Strat Apps GM & Staff	Strategic Applications	Non-benchmark Job			
3H	Department Manager	BQ Control Center	Bklyn & Qns Electric Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P4 (Specialist)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
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1H	Specialist	<ul style="list-style-type: none"> Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
1H	Specialist	
1H	Supervisor	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
4L	General Manager	
3L	Section Manager	<ul style="list-style-type: none"> Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
2H	Manager	
2H	Project Specialist	
3H	Department Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit Manages computer console programmed to automatically perform load control functions
2H	Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit Manages computer console programmed to automatically perform load control functions
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)

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2H	Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

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2L	Operating General Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Sr Specialist	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Sr Specialist	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Sr Specialist	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)

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Band	Job Title	Description
2L	Operating General Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
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2L	Sr Specialist	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
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1H	Operating Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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2L	Operating General Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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1H	Operating Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

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1H	Operating Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
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1H	Operating Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Electric Ops	BQ Electric Ops GM & Staff	Bklyn & Qns Electric Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)

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1H	Operating Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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4H	General Manager Electric Ops	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

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2L	Field Operations Planner	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
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1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
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1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BQ Environmental Operations	Bklyn & Qns Electric Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ahs010P5	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Master (P5)	P5 (Master)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Operating Supervisor	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
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<i>Census File</i>					<i>Position Matching</i>		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Manager (M2)	M2 (Manager)
2L	Field Operations Planner	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Project Manager	BQ Project Management	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)

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Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Project Manager	<ul style="list-style-type: none"> Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)
2L	Planner Field Tech Specialist	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)
2L	Planner Field Tech Specialist	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2H	Project Specialist	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2H	Project Specialist	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Electric Ops	BQ Electric Const GM & Staff	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Planner Field Tech Specialist	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Planner Field Tech Specialist	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
4H	General Manager Electric Ops	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
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1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
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1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
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1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)

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1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Planner Field Tech Specialist	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Planner Field Tech Specialist	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Description
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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3L	Section Manager	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
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1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2H	Manager	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000M2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P3	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P3	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2H	Manager	<ul style="list-style-type: none"> ● Supports general business operations by providing various administrative support activities as a generalist or in a combination of Disciplines in the Administrative Services Function
1H	Specialist	<ul style="list-style-type: none"> ● Supports general business operations by providing various administrative support activities as a generalist or in a combination of Disciplines in the Administrative Services Function
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4H	General Manager Electric Ops	BQ GM & Staff	BQ Overhead & Services	Benchmark Data Available	ENG-edd020m4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr)
1H	Operating Supervisor	BQ Meter and Test West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-edd010p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Planner Field Tech Specialist	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-edd010p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Planner Field Tech Specialist	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Career (P3)	P3 (Career)
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
4H	General Manager Electric Ops	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
3L	Section Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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1H	Operating Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
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1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
2L	Planner Field Tech Specialist	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Operating Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Operating Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
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1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2H	Manager	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Manager (M2)	M2 (Manager)
2L	Planner Field Tech Specialist	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030M2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Manager (M2)	M2 (Manager)
2H	Project Specialist	BQ EHS	Brooklyn & Queens EHS	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)
2H	Project Specialist	BQ EHS	Brooklyn & Queens EHS	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)

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Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Section Manager	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2H	Manager	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2H	Project Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2H	Project Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
3L	Section Manager	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M3	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P4	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P4	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M1	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Supervisor (M1)	P2 (Intermediate)
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P2	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Intermediate (P2)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
2L	Field Operations Planner	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
2L	Field Operations Planner	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
1H	Operating Supervisor	0
1H	Chief Construction Inspector	<ul style="list-style-type: none"> Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P2	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M1	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Supervisor (M1)	P2 (Intermediate)
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P3	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P3	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Career (P3)	P2 (Intermediate)
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M1	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Supervisor (M1)	P2 (Intermediate)
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P2	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M1	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Supervisor (M1)	P2 (Intermediate)
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P3	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Career (P3)	P2 (Intermediate)
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M1	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Electric Ops	BW Electric Const GM & Staff	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr)

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<i>Census File</i>		
Band	Job Title	Description
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) ● Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies ● Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) ● Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
1H	Operating Supervisor	0
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) ● Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies ● Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) ● Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) ● Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies ● Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) ● Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
1H	Operating Supervisor	0
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) ● Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies ● Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) ● Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
1H	Operating Supervisor	0
1H	Chief Construction Inspector	<ul style="list-style-type: none"> ● Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) ● Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies ● Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) ● Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
1H	Operating Supervisor	0
4H	General Manager Electric Ops	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities ● Responsibilities may be limited to an assigned district or area

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	BW Field Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Manager (M2)	M2 (Manager)
1H	Specialist	BW Field Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P2 (Intermediate)
1H	Specialist	BW Field Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BW Field Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BW Field Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BW Field Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
2L	Planner Field Tech Specialist	BW Meter and Test	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Meter and Test	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Meter and Test	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Meter and Test	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Meter and Test	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BW Substation Maintenance	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	BW Substation Maintenance	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Substation Maintenance	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Substation Maintenance	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Technical Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> • Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment • Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines • Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	<ul style="list-style-type: none"> • Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment • Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines • Develops, implements and maintains effective metering asset performance programs
3L	Section Manager	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	BW Technical Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	BW Control Center	Bronx & West Electric Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3H	Department Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2H	Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

2014 Competitive Analysis

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Band	Job Title	Description
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2L	Operating General Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

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Band	Job Title	Description
2L	Operating General Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
1H	Operating Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Electric Ops	BW Electric Ops GM & Staff	Bronx & West Electric Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
4H	General Manager Electric Ops	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2H	Manager	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Manager (M2)	M2 (Manager)
2L	Field Operations Planner	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)

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Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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2H	Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Project Manager	BW Project Management	Bronx & West Electric Ops	Benchmark Data Available	ENG-APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	BW Project Management	Bronx & West Electric Ops	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	BW Project Management	Bronx & West Electric Ops	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P3 (Career)

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Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Project Manager	<ul style="list-style-type: none"> Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2H	Project Specialist	<ul style="list-style-type: none"> Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Sr Specialist	<ul style="list-style-type: none"> Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines

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Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	BW Project Management	Bronx & West Electric Ops	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P3 (Career)
2L	Field Operations Planner	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> • Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Field Operations Planner	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2H	Manager	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010M2	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Manager (M2)	M2 (Manager)
2L	Sr Specialist	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010P3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
2L	Sr Specialist	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010p4	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)
2L	Sr Specialist	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010p4	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)
2L	Sr Specialist	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010p4	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)
2L	Sr Specialist	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010P3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
3L	Section Manager	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)

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Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2H	Manager	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Sr Specialist	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Sr Specialist	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
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3L	Section Manager	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
1H	Specialist	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
1H	Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
1H	Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to an assigned district or area
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to an assigned district or area
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
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1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Electric Ops	BW Electric Const GM & Staff	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
4H	General Manager Electric Ops	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Field Operations Planner	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2L	Planner Field Tech Specialist	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BW Installation and Apparatus	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
1H	Operating Supervisor	BW Installation and Apparatus	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Installation and Apparatus	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Installation and Apparatus	Electric Construction Networks	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1L	Executive Assistant 1L	ELEC OPS Office of SVP	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042p1	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Entry (P1)	P1 (Entry)
4H	General Manager Electric Ops	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P5 (Master)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P5 (Master)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P5 (Master)
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P5 (Master)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)

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Census File		
Band	Job Title	Description
1L	Executive Assistant 1L	<ul style="list-style-type: none"> ● Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy ● Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries ● Receives, screens and directs incoming calls, visitors, mail and e-mail ● Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses ● Participates in the development and implementation of secretarial standards, policies and practices for the organization
4H	General Manager Electric Ops	<ul style="list-style-type: none"> ● Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost ● Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization ● Communicates with balancing authorities, and generating plants regarding the status of generation units ● Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
3H	Department Manager	<ul style="list-style-type: none"> ● Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost ● Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization ● Communicates with balancing authorities, and generating plants regarding the status of generation units ● Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
3L	Section Manager	<ul style="list-style-type: none"> ● Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost ● Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization ● Communicates with balancing authorities, and generating plants regarding the status of generation units ● Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
3L	Section Manager	<ul style="list-style-type: none"> ● Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost ● Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization ● Communicates with balancing authorities, and generating plants regarding the status of generation units ● Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
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3L	Project Manager	<ul style="list-style-type: none"> ● Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost ● Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization ● Communicates with balancing authorities, and generating plants regarding the status of generation units ● Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
3L	Section Manager	<ul style="list-style-type: none"> ● Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost ● Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization ● Communicates with balancing authorities, and generating plants regarding the status of generation units ● Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P5 (Master)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P5 (Master)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P4 (Specialist)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P4 (Specialist)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P4 (Specialist)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P4 (Specialist)
2H	Sr Financial Analyst	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M2	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Field Operations Planner	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Sr Analyst	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Engineer	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Sr Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Sr Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
4L	General Manager	ELEC OPS Wk Res Mgt Mgr&Staff	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Program & Project Planner	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Scheduler	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Scheduler	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Scheduler	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Non-benchmark Job			
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Scheduler	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
3L	Section Manager	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	M3 (Senior Manager)
2L	Scheduler	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Program & Project Planner	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Scheduler	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)
2L	Program & Project Planner	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Scheduler	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Scheduler	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Scheduler	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
3L	Section Manager	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Scheduler	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Program & Project Planner	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Scheduler	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Scheduler	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Scheduler	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (P4)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Program & Project Planner	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Scheduler	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
3H	Department Manager	ENG PLAN CSO Dept Office	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Group Manager (M4)	M4 (Group Mgr)
2H	Manager	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M1	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
2L	Sr Analyst	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M1	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Supervisor (M1)	M1 (Supervisor)

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Census File		
Band	Job Title	Description
2L	Scheduler	<ul style="list-style-type: none"> Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
2L	Work Organizer	<ul style="list-style-type: none"> Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
2L	Work Organizer	<ul style="list-style-type: none"> Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
2L	Work Organizer	<ul style="list-style-type: none"> Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
2L	Work Organizer	<ul style="list-style-type: none"> Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
3H	Department Manager	<ul style="list-style-type: none"> Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Manager	<ul style="list-style-type: none"> Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	<ul style="list-style-type: none"> Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	<ul style="list-style-type: none"> Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Analyst	<ul style="list-style-type: none"> Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Customer Project Manager A	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M1	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
2H	Manager	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Manager	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Manager	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Analyst	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P2 (Intermediate)
1H	Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Manager	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P5	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Master (P5)	P4 (Specialist)
2H	Project Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P5	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Master (P5)	P4 (Specialist)
2H	Project Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P5	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Master (P5)	P4 (Specialist)
2H	Project Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)
1H	Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543M3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master (P5)	P4 (Specialist)
2H	Manager	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543M2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Manager (M2)	M2 (Manager)
2H	Sr Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master (P5)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Specialist	<ul style="list-style-type: none"> ● Develops, implements and maintains an operating an reliability standards compliance framework ● Monitors transmission operations to ensure compliance with national, regional and local regulations ● Evaluates operating events, disturbances an performance ● Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires ● Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
3L	Section Manager	<ul style="list-style-type: none"> ● Plans and designs distribution systems with voltage levels typically 34.5K and below ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs distribution systems with voltage levels typically 34.5K and below ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Manager	<ul style="list-style-type: none"> ● Plans and designs distribution systems with voltage levels typically 34.5K and below ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs distribution systems with voltage levels typically 34.5K and below ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs distribution systems with voltage levels typically 34.5K and below ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master (P5)	P4 (Specialist)
2L	Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Project Manager	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543m3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543m2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Manager (M2)	M2 (Manager)
2L	Engineer	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P4	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
3L	Project Manager	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Manager	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Customer Project Manager A	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Specialist	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3H	Department Manager	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M4 (Group Mgr)
3L	Technical Specialist	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2H	Sr Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)

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Census File		
Band	Job Title	Description
3H	Department Manager	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Technical Specialist	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Technical Specialist	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Section Manager	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Section Manager	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Manager	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)

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Census File		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Analyst	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Analyst	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Analyst	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Analyst	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Analyst	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Associate Engineer A	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENG PLAN Distribution Cable Sy	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	ENG PLAN Distribution Cable Sy	Distribution Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2H	Sr Engineer	ENG PLAN Distribution Cable Sy	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Distribution Cable Sy	Distribution Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2L	Engineer	ENG PLAN Distribution Cable Sy	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Analyst	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Section Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Associate Engineer A	ENG PLAN Distribution Cable Sy	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P2 (Intermediate)
2H	Manager	ENG PLAN Distribution Eng EHS	Distribution Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Distribution Eng EHS	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	ENG PLAN Distribution Eng EHS	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
3H	Department Manager	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540M4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Group Manager (M4)	M4 (Group Mgr)
3L	Technical Specialist	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Expert	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3H	Department Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Technical Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Technical Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Technical Expert	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2H	Systems Specialist	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Systems Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2H	Systems Specialist	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2L	Sr System Analyst	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)

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Census File		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Systems Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Project Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr System Analyst	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
1H	System Analyst	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
2H	Manager	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543M2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Manager (M2)	M2 (Manager)
2L	Field Operations Planner	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Field Operations Planner	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Field Operations Planner	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr System Analyst	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Analyst	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Analyst	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	System Analyst	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Manager	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Field Operations Planner	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Field Operations Planner	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Field Operations Planner	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Field Operations Planner	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-aze543p4	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENG PLAN Performance & Ops Eng	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	ENG PLAN Performance & Ops Eng	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
1H	Associate Engineer A	ENG PLAN Performance & Ops Eng	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	ENG PLAN Performance & Ops Eng	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
3H	Department Manager	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)

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Census File		
Band	Job Title	Description
2L	Field Operations Planner	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Field Operations Planner	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Specialist	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
3L	Section Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3H	Department Manager	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Benchmark Data Available	ENG-ETO005M2	TW-CDB-Energy: Electric Transmission Operations / ETO005 Electric Transmission System Operations - Reliability / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Benchmark Data Available	ENG-ETO005M2	TW-CDB-Energy: Electric Transmission Operations / ETO005 Electric Transmission System Operations - Reliability / Manager (M2)	M2 (Manager)
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	<ul style="list-style-type: none"> ● Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards ● Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate ● Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages ● Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time ● Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area ● Maintains real-time compliance with reliability standards set by regulatory authorities ● Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions ● Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service
2H	Manager	<ul style="list-style-type: none"> ● Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards ● Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate ● Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages ● Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time ● Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area ● Maintains real-time compliance with reliability standards set by regulatory authorities ● Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions ● Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service
2H	Sr Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Benchmark Data Available	ENG-ETO005M2	TW-CDB-Energy: Electric Transmission Operations / ETO005 Electric Transmission System Operations - Reliability / Manager (M2)	M2 (Manager)
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> ● Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards ● Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate ● Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages ● Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time ● Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area ● Maintains real-time compliance with reliability standards set by regulatory authorities ● Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions ● Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service
2H	Sr Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Engineer	<ul style="list-style-type: none"> ● Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function ● Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits ● Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur ● Maintains real-time compliance with reliability standards set by regulatory authorities

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	M1 (Supervisor)
1H	Engineering Supervisor	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Associate Engineer A	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3H	Department Manager	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543M3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Senior Manager (M3)	M4 (Group Mgr)
3L	Section Manager	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543M3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543M2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543M2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Manager (M2)	M2 (Manager)
2H	Sr Engineer	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master (P5)	P4 (Specialist)
2L	Sr Specialist	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P4	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Specialist (P4)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
2L	Engineer	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Engineering Supervisor	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Associate Engineer A	<ul style="list-style-type: none"> Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3H	Department Manager	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
3L	Section Manager	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Manager	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Manager	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Engineer	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Secondary Syst Anls	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE543M1	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Supervisor (M1)	M1 (Supervisor)
1H	Specialist	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENG PLAN Analysis	Edison Project	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
2L	Engineer	ENG PLAN Analysis	Edison Project	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Analysis	Edison Project	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
2L	Engineer	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Specialist	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Specialist	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
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1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
3L	Section Manager	<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
2L	Engineer	<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
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	ENG PLAN Analysis	Edison Project	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)
3L	Section Manager	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Senior Manager (M3)	M3 (Senior Manager)
3L	Account Executive -A	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Senior Manager (M3)	M3 (Senior Manager)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<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
3L	Section Manager	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
3L	Account Executive -A	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Account Executive -C	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Account Executive -C	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Account Executive -C	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Account Executive -C	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Specialist (P4)	P3 (Career)
1H	Specialist	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
2L	Account Executive -C	<ul style="list-style-type: none"> ● Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers ● Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	<ul style="list-style-type: none"> ● Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers ● Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
3L	Section Manager	<ul style="list-style-type: none"> ● Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers ● Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Manager	<ul style="list-style-type: none"> ● Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers ● Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Manager	<ul style="list-style-type: none"> ● Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers ● Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers ● Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers ● Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers ● Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M1	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P5	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Master (P5)	P4 (Specialist)
2H	Project Specialist	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M1	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Supervisor (M1)	M1 (Supervisor)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> • Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers • Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	<ul style="list-style-type: none"> • Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers • Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	<ul style="list-style-type: none"> • Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers • Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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3L	Section Manager	<ul style="list-style-type: none"> • Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers • Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Project Specialist	<ul style="list-style-type: none"> • Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers • Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
4H	Director Engy EFF Prog	ENG PLAN Manager & Staff	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	ENG PLAN Market Research	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-amk040M3	TW-CDB-Energy: Marketing / AMK040 Market Research/Intelligence / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Planning Analyst	ENG PLAN Market Research	Energy Eff & Demand Mgt	Benchmark Data Available	ENG-amk040P4	TW-CDB-Energy: Marketing / AMK040 Market Research/Intelligence / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	ENG PLAN Market Research	Energy Eff & Demand Mgt	Benchmark Data Available	ENG-amk040P3	TW-CDB-Energy: Marketing / AMK040 Market Research/Intelligence / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Market Research	Energy Eff & Demand Mgt	Benchmark Data Available	ENG-amk040P3	TW-CDB-Energy: Marketing / AMK040 Market Research/Intelligence / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Market Research	Energy Eff & Demand Mgt	Benchmark Data Available	ENG-amk040P3	TW-CDB-Energy: Marketing / AMK040 Market Research/Intelligence / Career (P3)	P3 (Career)
3L	Section Manager	ENG PLAN Marketing	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	ENG PLAN Marketing	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Manager (M2)	P4 (Specialist)
2L	Sr Specialist	ENG PLAN Marketing	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Marketing	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> • Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers • Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
4H	Director Engy EFF Prog	<ul style="list-style-type: none"> • Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers • Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
3L	Section Manager	<ul style="list-style-type: none"> • Performs analyses and prepares forecasts and recommendations in the areas of product preferences, sales coverage, market penetration, market practices and sales trends • Researches market conditions to determine potential sales of a product
2H	Sr Planning Analyst	<ul style="list-style-type: none"> • Performs analyses and prepares forecasts and recommendations in the areas of product preferences, sales coverage, market penetration, market practices and sales trends • Researches market conditions to determine potential sales of a product
2L	Sr Specialist	<ul style="list-style-type: none"> • Performs analyses and prepares forecasts and recommendations in the areas of product preferences, sales coverage, market penetration, market practices and sales trends • Researches market conditions to determine potential sales of a product
2L	Sr Specialist	<ul style="list-style-type: none"> • Performs analyses and prepares forecasts and recommendations in the areas of product preferences, sales coverage, market penetration, market practices and sales trends • Researches market conditions to determine potential sales of a product
2L	Sr Specialist	<ul style="list-style-type: none"> • Performs analyses and prepares forecasts and recommendations in the areas of product preferences, sales coverage, market penetration, market practices and sales trends • Researches market conditions to determine potential sales of a product
3L	Section Manager	<ul style="list-style-type: none"> • Performs on-site inspections of residential customer homes to identify opportunities to conserve energy • Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Markets efficiency programs to eligible customers • Provides customer analysis and support for demand side management projects and processes
2H	Manager	<ul style="list-style-type: none"> • Performs on-site inspections of residential customer homes to identify opportunities to conserve energy • Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Markets efficiency programs to eligible customers • Provides customer analysis and support for demand side management projects and processes
2L	Sr Specialist	<ul style="list-style-type: none"> • Performs on-site inspections of residential customer homes to identify opportunities to conserve energy • Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Markets efficiency programs to eligible customers • Provides customer analysis and support for demand side management projects and processes
1H	Specialist	<ul style="list-style-type: none"> • Performs on-site inspections of residential customer homes to identify opportunities to conserve energy • Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Markets efficiency programs to eligible customers • Provides customer analysis and support for demand side management projects and processes

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	ENG PLAN Meas Verf & Eval	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	ENG PLAN Meas Verf & Eval	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Specialist (P4)	P4 (Specialist)
2H	Manager	ENG PLAN Meas Verf & Eval	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Manager (M2)	P4 (Specialist)
2H	Sr Planning Analyst	ENG PLAN Meas Verf & Eval	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Specialist (P4)	P4 (Specialist)
1H	Specialist	ENG PLAN Meas Verf & Eval	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> ● Performs on-site inspections of residential customer homes to identify opportunities to conserve energy ● Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Markets efficiency programs to eligible customers ● Provides customer analysis and support for demand side management projects and processes
2H	Manager	<ul style="list-style-type: none"> ● Performs on-site inspections of residential customer homes to identify opportunities to conserve energy ● Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Markets efficiency programs to eligible customers ● Provides customer analysis and support for demand side management projects and processes
2H	Manager	<ul style="list-style-type: none"> ● Performs on-site inspections of residential customer homes to identify opportunities to conserve energy ● Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Markets efficiency programs to eligible customers ● Provides customer analysis and support for demand side management projects and processes
2H	Sr Planning Analyst	<ul style="list-style-type: none"> ● Performs on-site inspections of residential customer homes to identify opportunities to conserve energy ● Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Markets efficiency programs to eligible customers ● Provides customer analysis and support for demand side management projects and processes
1H	Specialist	<ul style="list-style-type: none"> ● Performs on-site inspections of residential customer homes to identify opportunities to conserve energy ● Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Markets efficiency programs to eligible customers ● Provides customer analysis and support for demand side management projects and processes
3L	Section Manager	<ul style="list-style-type: none"> ● Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers ● Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs ● Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Manager	<ul style="list-style-type: none"> ● Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers ● Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs ● Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
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2H	Manager	<ul style="list-style-type: none"> ● Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers ● Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ● Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs ● Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Specialist (P4)	P4 (Specialist)
2H	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	P4 (Specialist)
2L	Sr Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P2 (Intermediate)

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P2 (Intermediate)
3H	Department Manager	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020m4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Group Manager (M4)	M4 (Group Mgr)
2H	Manager	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020m2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Specialist (P4)	P4 (Specialist)
2H	Manager	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020m2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020m2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P1 (Entry)

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Census File		
Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
3H	Department Manager	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Manager	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Manager	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Manager	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Manager	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1L	Associate Specialist	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	ENG PLAN Targeted DSM	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Targeted DSM	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Targeted DSM	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Targeted DSM	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Intermediate (P2)	P2 (Intermediate)
4H	GM Central Energy Service	ENG SERVICES GM & Staff	Energy Services GM and Staff	Benchmark Data Available	ENG-EDD000M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	ENG SERVICES GM & Staff	Energy Services GM and Staff	Benchmark Data Available	ENG-EDD000M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Senior Manager (M3)	M3 (Section Mgr)
3L	Section Manager	ENG SERVICES GM & Staff	Energy Services GM and Staff	Benchmark Data Available	ENG-EDD000M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	Account Executive -A	ENG SERVICES GM & Staff	Energy Services GM and Staff	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Master (P5)	P5 (Master)
2L	Account Executive -C	ENG SERVICES GM & Staff	Energy Services GM and Staff	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	<ul style="list-style-type: none"> Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
4H	GM Central Energy Service	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
3H	Department Manager	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
3L	Section Manager	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
3L	Account Executive -A	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2L	Account Executive -C	<ul style="list-style-type: none"> Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Customer Project Manager A	ENG SERVICES GM & Staff	Energy Services GM and Staff	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidiscipline / Career (P3)	P3 (Career)
2H	Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090M2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090M2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090M2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Manager (M2)	M2 (Manager)
1H	Specialist	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Intermediate (P2)	P2 (Intermediate)
2H	Manager	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090M2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Manager (M2)	M2 (Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Customer Project Manager A	<ul style="list-style-type: none"> • Directs and coordinates distribution activities that provide electric and/or gas service to customers • Has responsibilities that typically include operations, line construction and/or maintenance and field engineering • Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions • Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work • Provides adequate, accurate information to the customer service centers to keep affected customers properly informed • Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government regulations
2H	Manager	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
2H	Manager	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
2H	Manager	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
1H	Specialist	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
1H	District Manager	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
1H	District Manager	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
1H	District Manager	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
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1H	District Manager	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
1H	District Manager	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
2H	Manager	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090M2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Manager (M2)	M2 (Manager)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-amk090p4	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-amk090p4	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090M1	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Supervisor (M1)	M1 (Supervisor)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-amk090p4	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-amk090p4	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-amk090p4	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-amk090p4	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
3H	Department Manager	ENG PLAN BW Manager & Staff	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	ENG PLAN BW Manager & Staff	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
2H	Manager	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Manager (M2)	M2 (Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Customer Project Manager A	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
2L	Customer Project Manager A	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
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2L	Customer Project Manager A	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
2L	Customer Project Manager A	<ul style="list-style-type: none"> • Designs, develops and coordinates marketing programs for various service offerings • Develops marketing plans for program implementation, monitoring and evaluation
3H	Department Manager	<ul style="list-style-type: none"> • Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded • Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements • Builds and maintains strong client relationships, and provides day-to-day client advice and support • Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) • Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance.
3H	Department Manager	<ul style="list-style-type: none"> • Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded • Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements • Builds and maintains strong client relationships, and provides day-to-day client advice and support • Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) • Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance.
2H	Manager	<ul style="list-style-type: none"> • Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded • Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements • Builds and maintains strong client relationships, and provides day-to-day client advice and support • Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) • Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Manager	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
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2L	Customer Project Manager A	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
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2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
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2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2H	Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
1H	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate)
1H	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate)

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Band	Job Title	Description
2L	Customer Project Manager A	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
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2H	Manager	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
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1H	District Manager	<ul style="list-style-type: none"> Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
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Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
2L	Customer Project Manager A	ENG PLAN BW Resid Subdivision	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2H	Manager	ENG PLAN BW Svcs Assmt Team	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Manager	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)

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1H	District Manager	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
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2L	Customer Project Manager A	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)

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Band	Job Title	Description
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2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
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2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
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2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Associate Engineer A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3H	Department Manager	ENG PLAN BQ Manager & Staff	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
2H	Manager	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Manager	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
1H	Specialist	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)

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Band	Job Title	Description
2L	Customer Project Manager A	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
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1H	Associate Engineer A	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
3H	Department Manager	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
2H	Manager	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
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1H	Specialist	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance

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1H	District Manager	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Retail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate)
2H	Manager	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
2H	Manager	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
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1H	District Manager	<ul style="list-style-type: none"> Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
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1H	District Manager	<ul style="list-style-type: none"> Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
1H	District Manager	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	Specialist	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	District Manager	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	Specialist	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	District Manager	<ul style="list-style-type: none"> Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
2H	Manager	
2H	Manager	
2L	Customer Project Manager A	
2L	Customer Project Manager A	
2L	Customer Project Manager A	

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
2H	Manager	ENG PLAN Project Management	Planning & Project Management	Benchmark Data Available	ENG-APM530M2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Project Management	Planning & Project Management	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Project Management	Planning & Project Management	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P3 (Career)
3L	Section Manager	ENG PLAN BQ Cust Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
2L	Engineer	ENG PLAN BQ Cust Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN BQ Cust Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
1H	Engineering Supervisor	ENG PLAN BQ Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Customer Project Manager A	
2L	Customer Project Manager A	
2L	Customer Project Manager A	
2L	Customer Project Manager A	
2H	Manager	<ul style="list-style-type: none"> ● Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers ● Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Sr Specialist	<ul style="list-style-type: none"> ● Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers ● Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Sr Specialist	<ul style="list-style-type: none"> ● Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers ● Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
3L	Section Manager	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Engineering Supervisor	ENG PLAN BQ Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Section Mgr)
2H	Manager	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2L	Engineer	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3H	Department Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Engineer	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor)
2L	Engineer	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
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1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	ENG PLAN BW Cust Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
1H	Engineering Supervisor	ENG PLAN BW Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BW Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Section Mgr)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3L	Section Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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3H	Department Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Manager	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2H	Sr Engineer	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2H	Sr Engineer	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	P4 (Specialist)
2L	Engineer	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor)
2L	Engineer	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Sr Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

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1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
2H	Manager	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)
3H	Department Manager	ENG PLAN Manh Cust Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Section Mgr)

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Band	Job Title	Description
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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2H	Manager	<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
2L	Sr Specialist	<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
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3H	Department Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Engineering Supervisor	ENG PLAN Manh Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
4H	Chief Engineer	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Section Mgr)
2H	Manager	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)

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Band	Job Title	Description
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
4H	Chief Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
3H	Department Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Manager	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	P4 (Specialist)
2H	Manager	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2L	Engineer	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-aze540p4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)
2L	Engineer	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-aze540p4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)
2L	Sr Analyst	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-aze540p4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Analyst	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
2H	Manager	ENG PLAN MANH Field Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Manager	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Operating General Supervisor	ENG PLAN MANH Field Eng	Regional Engineering	Benchmark Data Available	ENG-aze540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	P3 (Career)
2L	Sr Specialist	ENG PLAN MANH Field Eng	Regional Engineering	Benchmark Data Available	ENG-aze540p4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)
2L	Engineer	ENG PLAN MANH Field Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
1H	Operating Supervisor	ENG PLAN MANH Field Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
2L	Supervising Designer	ENG PLAN Manh Vault & Bus Dsgn	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Specialist (P4)	P3 (Career)
2L	Engineer	ENG PLAN Manh Vault & Bus Dsgn	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	M1 (Supervisor)
1H	Engineering Supervisor	ENG PLAN Manh Vault & Bus Dsgn	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	M1 (Supervisor)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Operating General Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Sr Specialist	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Engineer	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2L	Supervising Designer	<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
2L	Engineer	0
1H	Engineering Supervisor	0
3L	Section Manager	<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
2L	Field Operations Planner	0

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Field Operations Planner	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	M1 (Supervisor)
2L	Field Operations Planner	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	M1 (Supervisor)
1H	Analyst	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Field Operations Planner	0
2L	Field Operations Planner	0
1H	Analyst	0
1H	Specialist	0
1H	Specialist	<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
1H	Specialist	<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
1H	Specialist	0
1H	Specialist	<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
1H	Specialist	0
1H	Specialist	0

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	ENG PLAN SI Dist Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Section Mgr)
2H	Manager	ENG PLAN SI Dist Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
1H	Engineering Supervisor	ENG PLAN SI Dist Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Specialist	0
1H	Specialist	0
1H	Specialist	<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
1H	Specialist	0
1H	Specialist	0
1H	Engineering Supervisor	0
3H	Department Manager	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
2H	Manager	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> ● Plans and designs transmission systems with voltage levels typically above 34.5K ● Designs transmission lines, bulk and distribution substations, and system protection and relaying ● Focuses on transmission circuits, system interconnections, and bulk substations ● Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs ● Coordinates activities with other utilities and nonutility generation ● Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Engineering Supervisor	ENG PLAN SI Dist Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN SI Dist Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN SI Dist Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN SI Dist Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN SI Eng Services	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
2L	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus
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2L	Customer Project Manager A	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
2L	Customer Project Manager A	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Energy Services Manager	ENG PLAN SI Resid & Cmrc'l Svcs	Staten Island Energy Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
3L	Section Manager	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
1H	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Customer Project Manager A	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
2L	Energy Services Manager	<ul style="list-style-type: none"> Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short- and long-term commitment of service and vary significantly in value/strategic importance
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to assigned district areas
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to assigned district areas
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1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Section Mgr)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
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1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to an assigned district or area
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3H	Department Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to an assigned district or area

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Planner Field Tech Specialist	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
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1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to assigned district areas
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to assigned district areas
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to assigned district areas
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
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1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
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1H	Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to an assigned district or area
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	<ul style="list-style-type: none"> ● Plans, directs, and participates in the design, cost and scheduling of major construction projects ● Prepares plans, designs and analyses in accordance with established codes, standards and drawings ● Develops and maintains project budgets, forecasts, and cash flows ● Provides overall project schedule development, monitoring, progress measurement, and change order management ● Monitors and analyzes performance of subcontractors ● Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)

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Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
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2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to assigned district areas

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Planner Field Tech Specialist	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Electric Ops	MANH Electric Const GM & Staff	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr)
2L	Planner Field Tech Specialist	MANH Electric Meter and Test	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	MANH Electric Meter and Test	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Electric Meter and Test	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
4H	General Manager Electric Ops	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	MANH Electric Meter and Test	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579M3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Planner Field Tech Specialist	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Specialist	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
2L	Planner Field Tech Specialist	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> • Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment • Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines • Develops, implements and maintains effective metering asset performance programs
3L	Section Manager	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
2L	Sr Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
1H	Specialist	<ul style="list-style-type: none"> • Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules • Inspects construction work in progress to ensure compliance with design specifications • Maintains and reviews vendor design documentation to ensure compliance with design requirements • Researches government building code regulations
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities • Responsibilities may be limited to an assigned district or area

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	MANH Control Center	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)

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Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3H	Department Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P4 (Specialist)
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

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2L	Operating General Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Sr Specialist	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

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Band	Job Title	Description
2L	Operating General Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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2L	Sr Specialist	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Career (P3)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

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2L	Sr Specialist	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	MANH Control Center	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579P3	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
4H	General Manager Electric Ops	MANH Electric Ops GM & Staff	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	MANH Emergency	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	MANH Emergency	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
4H	General Manager Electric Ops	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit May operate computer console programmed to automatically perform load control functions
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to specified distribution areas
2L	Field Operations Planner	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities Responsibilities may be limited to specified distribution areas
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
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1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
2L	Field Operations Planner	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010p4	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Plans, directs, and participates in the design, cost and scheduling of major construction projects ● Prepares plans, designs and analyses in accordance with established codes, standards and drawings ● Develops and maintains project budgets, forecasts, and cash flows ● Provides overall project schedule development, monitoring, progress measurement, and change order management ● Monitors and analyzes performance of subcontractors ● Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed ● Communicates with government agencies to ensure that building code regulations are met
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Plans, directs, and participates in the design, cost and scheduling of major construction projects ● Prepares plans, designs and analyses in accordance with established codes, standards and drawings ● Develops and maintains project budgets, forecasts, and cash flows ● Provides overall project schedule development, monitoring, progress measurement, and change order management ● Monitors and analyzes performance of subcontractors ● Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed ● Communicates with government agencies to ensure that building code regulations are met
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
2L	Field Operations Planner	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> • Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed • Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples • Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance • Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater • Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Field Operations Planner	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Sr Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P2 (Intermediate)
1H	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
3L	Project Manager	MANH Project Management	Manhattan Electric Operations	Benchmark Data Available	ENG-APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	MANH Project Management	Manhattan Electric Operations	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	MANH Project Management	Manhattan Electric Operations	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	MANH Project Management	Manhattan Electric Operations	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)
2H	Manager	MANH Project Management	Manhattan Electric Operations	Benchmark Data Available	ENG-APM530M2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Manager (M2)	P4 (Specialist)

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Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Project Manager	<ul style="list-style-type: none"> Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2H	Project Specialist	<ul style="list-style-type: none"> Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
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2H	Manager	<ul style="list-style-type: none"> Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3H	Department Manager	MANH GM EHS	Manhattan Environ Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030M4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Group Manager (M4)	M4 (Group Mgr)
2H	Project Specialist	MANH GM EHS	Manhattan Environ Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)
2H	Project Specialist	MANH GM EHS	Manhattan Environ Affairs	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	MANH GM EHS	Manhattan Environ Affairs	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
1H	Specialist	MANH GM EHS	Manhattan Environ Affairs	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Intermediate (P2)	P2 (Intermediate)
2L	Sr Specialist	MANH Elec Ops Cust Advocacy	Off Of VP Manhattan	Non-benchmark Job			
3L	Section Manager	SI ELEC SVCS Electric Meter	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Senior Manager (M3)	M3 (Senior Manager)
2L	Administrator	SI ELEC SVCS Electric Meter	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	SI ELEC SVCS Electric Meter	Meter Shop	Benchmark Data Available	ENG-EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Electric Meter	Meter Shop	Benchmark Data Available	ENG-EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Electric Meter	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE000M1	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Electric Meter	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE000M1	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
2H	Sr Engineer	SI ELEC SVCS Revenue Metering	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3H	Department Manager	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2H	Project Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2H	Project Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
1H	Specialist	<ul style="list-style-type: none"> Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	
3L	Section Manager	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
2L	Administrator	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	<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
1H	Operating Supervisor	<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
2H	Sr Engineer	<ul style="list-style-type: none"> Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Engineer	SI ELEC SVCS Revenue Metering	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Career (P3)	P3 (Career)
2L	Engineer	SI ELEC SVCS Revenue Metering	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Career (P3)	P3 (Career)
1H	Associate Engineer A	SI ELEC SVCS Revenue Metering	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Intermediate (P2)	P2 (Intermediate)
3L	Project Manager	SI ELEC SVCS Smrt Grid Dem Grp	Smart Grid Implementation Grp	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE530P5	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Master (P5)	P5 (Master)
2H	Project Specialist	SI ELEC SVCS Smrt Grid Dem Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)
4L	General Manager	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE530M4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Group Manager (M4)	M4 (Group Mgr)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Engineer	<ul style="list-style-type: none"> • Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment • Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines • Develops, implements and maintains effective metering asset performance programs
2L	Engineer	<ul style="list-style-type: none"> • Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment • Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines • Develops, implements and maintains effective metering asset performance programs
1H	Associate Engineer A	<ul style="list-style-type: none"> • Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment • Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines • Develops, implements and maintains effective metering asset performance programs
3L	Project Manager	<ul style="list-style-type: none"> • Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines • Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process • Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention • Assesses the capabilities of the regional transmission system and its compliance with the planning criteria • Conducts load saturation studies to determine the long-range substation needs in the service territory • Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans • Develops expansion plans for the regional transmission system and distribution substations • Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites • May represent the organization at regional transmission councils and/or regional transmission organizations
2H	Project Specialist	<ul style="list-style-type: none"> • Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines • Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process • Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention • Assesses the capabilities of the regional transmission system and its compliance with the planning criteria • Conducts load saturation studies to determine the long-range substation needs in the service territory • Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans • Develops expansion plans for the regional transmission system and distribution substations • Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites • May represent the organization at regional transmission councils and/or regional transmission organizations
4L	General Manager	<ul style="list-style-type: none"> • Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines • Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process • Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention • Assesses the capabilities of the regional transmission system and its compliance with the planning criteria • Conducts load saturation studies to determine the long-range substation needs in the service territory • Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans • Develops expansion plans for the regional transmission system and distribution substations • Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites • May represent the organization at regional transmission councils and/or regional transmission organizations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3H	Department Manager	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE530M4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Group Manager (M4)	M4 (Group Mgr)
3L	Project Manager	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE530P5	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Master (P5)	P5 (Master)
3L	Section Manager	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE530P5	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Master (P5)	P5 (Master)
2H	Project Specialist	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3H	Department Manager	<ul style="list-style-type: none"> ● Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines ● Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process ● Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention ● Assesses the capabilities of the regional transmission system and its compliance with the planning criteria ● Conducts load saturation studies to determine the long-range substation needs in the service territory ● Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans ● Develops expansion plans for the regional transmission system and distribution substations ● Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites ● May represent the organization at regional transmission councils and/or regional transmission organizations
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3L	Section Manager	<ul style="list-style-type: none"> ● Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines ● Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process ● Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention ● Assesses the capabilities of the regional transmission system and its compliance with the planning criteria ● Conducts load saturation studies to determine the long-range substation needs in the service territory ● Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans ● Develops expansion plans for the regional transmission system and distribution substations ● Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites ● May represent the organization at regional transmission councils and/or regional transmission organizations
2H	Project Specialist	<ul style="list-style-type: none"> ● Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines ● Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process ● Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention ● Assesses the capabilities of the regional transmission system and its compliance with the planning criteria ● Conducts load saturation studies to determine the long-range substation needs in the service territory ● Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans ● Develops expansion plans for the regional transmission system and distribution substations ● Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites ● May represent the organization at regional transmission councils and/or regional transmission organizations

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Project Specialist	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)
1H	Operating Supervisor	SI ELEC SVCS Subst Mtce	Staten Island Apparatus Svcs	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> ● Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines ● Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process ● Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention ● Assesses the capabilities of the regional transmission system and its compliance with the planning criteria ● Conducts load saturation studies to determine the long-range substation needs in the service territory ● Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans ● Develops expansion plans for the regional transmission system and distribution substations ● Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites ● May represent the organization at regional transmission councils and/or regional transmission organizations
2H	Project Specialist	<ul style="list-style-type: none"> ● Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines ● Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process ● Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention ● Assesses the capabilities of the regional transmission system and its compliance with the planning criteria ● Conducts load saturation studies to determine the long-range substation needs in the service territory ● Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans ● Develops expansion plans for the regional transmission system and distribution substations ● Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites ● May represent the organization at regional transmission councils and/or regional transmission organizations
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2H	Project Specialist	<ul style="list-style-type: none"> ● Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines ● Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process ● Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention ● Assesses the capabilities of the regional transmission system and its compliance with the planning criteria ● Conducts load saturation studies to determine the long-range substation needs in the service territory ● Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans ● Develops expansion plans for the regional transmission system and distribution substations ● Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites ● May represent the organization at regional transmission councils and/or regional transmission organizations
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities ● Responsibilities may be limited to an assigned district or area

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	SI ELEC SVCS Const Supp Svcs	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)
1H	Supervisor	SI ELEC SVCS Const Supp Svcs	Staten Island Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	SI ELEC SVCS Overhead	Staten Island Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD020P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Master (P5)	P5 (Master)
2L	Planner Field Tech Specialist	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices ● May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment ● Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Plans, directs, and participates in the design, cost and scheduling of major construction projects ● Prepares plans, designs and analyses in accordance with established codes, standards and drawings ● Develops and maintains project budgets, forecasts, and cash flows ● Provides overall project schedule development, monitoring, progress measurement, and change order management ● Monitors and analyzes performance of subcontractors ● Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed ● Communicates with government agencies to ensure that building code regulations are met

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2H	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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2H	Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P4 (Specialist)
2L	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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2L	Operating General Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
3L	Section Manager	SI ELEC SVCS Ctrl Ops Dept Off	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
1H	Operating Supervisor	SI ELEC SVCS Emergency Ops	Staten Island Control Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	SI ELEC SVCS Emergency Ops	Staten Island Control Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Emergency Ops	Staten Island Control Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
2L	Operating General Supervisor	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Section Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	SI ELEC SVCS Emergency Ops	Staten Island Control Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2L	Operating General Supervisor	SI ELEC SVCS Field Operations	Staten Island Control Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	SI ELEC SVCS Field Operations	Staten Island Control Ops	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	SI ELEC SVCS Env Affairs	Staten Island Environ Affairs	Benchmark Data Available	ENG-ahs010M3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	SI ELEC SVCS Env Affairs	Staten Island Environ Affairs	Benchmark Data Available	ENG-ahs010P3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
2L	Sr Specialist	SI ELEC SVCS Env Affairs	Staten Island Environ Affairs	Benchmark Data Available	ENG-ahs010P3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
2L	Sr Specialist	SI ELEC SVCS Env Affairs	Staten Island Environ Affairs	Benchmark Data Available	ENG-ahs010p4	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)
1H	Specialist	SI ELEC SVCS Env Affairs	Staten Island Environ Affairs	Benchmark Data Available	ENG-ahs010p3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Career (P3)	P2 (Intermediate)

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Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Operating General Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Sr Specialist	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4L	General Manager	SI ELEC SVCS Ops GM & Staff	Staten Island Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Specialist	SI ELEC SVCS Ops GM & Staff	Staten Island Operations	Benchmark Data Available	ENG-EDD010p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
3H	Department Manager	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M4 (Group Mgr)
3L	Section Manager	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
4L	General Manager	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Sr Specialist	<ul style="list-style-type: none"> Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
3H	Department Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Sr Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
2L	Sr Specialist	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Transformer Shop	Transformer Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)
4L	Director	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000M4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)

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Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Sr Specialist	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
4L	Director	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3H	Department Manager	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000M3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Senior Manager (M3)	M3 (Section Mgr)
3L	Section Manager	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000M3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000M3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	CORP SEC CE Corporate Security	Corporate Security	Insufficient Benchmark Data (Less than 5 comparator matches)	AAY000P5	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Systems Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Manager	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	HRM.240.140	AH-TCM-GI: Human Resources / 240-- Security / Security Manager	M2 (Manager)
2H	Manager	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	HRM.240.140	AH-TCM-GI: Human Resources / 240-- Security / Security Manager	M2 (Manager)

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Census File		
Band	Job Title	Description
3H	Department Manager	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
3L	Section Manager	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
3L	Technical Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2H	Systems Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2H	Systems Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2H	Systems Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2H	Systems Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2H	Systems Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2H	Manager	Responsible for developing and implementing the organization's security and loss prevention policies. Supervises the daily activities of security personnel. Recommends and establishes a security system to monitor personnel and property protection, building access, parking enforcement, visitor control, employee identification. Prepares security budget and ensures proper budget administration. Coordinates and administers security clearances. May be required to have a valid firearms license and carry a firearm while on duty. Must be knowledgeable of all company policies and procedures. This role may go through Legal or Human Resources.
2H	Manager	Responsible for developing and implementing the organization's security and loss prevention policies. Supervises the daily activities of security personnel. Recommends and establishes a security system to monitor personnel and property protection, building access, parking enforcement, visitor control, employee identification. Prepares security budget and ensures proper budget administration. Coordinates and administers security clearances. May be required to have a valid firearms license and carry a firearm while on duty. Must be knowledgeable of all company policies and procedures. This role may go through Legal or Human Resources.

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	aay000p4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	aay000p4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P2	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P2	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P1	TW-CDB-GI: Security / AAY000 Security Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
4L	Director	EEO Department Office	EEO Affairs	Non-benchmark Job			
2H	Manager	EEO Department Office	EEO Affairs	Benchmark Data Available	AHR110M2	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2H	Project Specialist	EEO Department Office	EEO Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR110P5	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Sr Analyst	EEO Department Office	EEO Affairs	Benchmark Data Available	AHR110P3	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	EEO Department Office	EEO Affairs	Benchmark Data Available	AHR110P3	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	EEO Department Office	EEO Affairs	Benchmark Data Available	AHR110P3	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidiscipline / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
1H	Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
1H	Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
1L	Associate Specialist	<ul style="list-style-type: none"> Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
4L	Director	
2H	Manager	<ul style="list-style-type: none"> Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
2H	Project Specialist	<ul style="list-style-type: none"> Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
2L	Sr Analyst	<ul style="list-style-type: none"> Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
2L	Sr Specialist	<ul style="list-style-type: none"> Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
2L	Sr Specialist	<ul style="list-style-type: none"> Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	EEO Department Office	EEO Affairs	Benchmark Data Available	AHR110P2	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	EEO Department Office	EEO Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR110P1	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
4L	Director	EMERG MGMT Elec Ops Emerg Mgmt	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010M4	TW-CDB-Energy: Security / AAY010 Business Continuation / Group Manager (M4)	M4 (Group Mgr)
2H	Project Specialist	EMERG MGMT Overhead	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (P5)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Overhead	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Overhead	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (P5)	P4 (Specialist)
3H	Department Manager	EMERG MGMT Underground	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010M4	TW-CDB-Energy: Security / AAY010 Business Continuation / Group Manager (M4)	M4 (Group Mgr)
2H	Project Specialist	EMERG MGMT Underground	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Underground	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Underground	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> ● Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals ● Provides training and coaching for employees and managers on diversity issues ● Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system ● Prepares employment trend reports related to the utilization of the job market in employment practices ● Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
1L	Associate Specialist	<ul style="list-style-type: none"> ● Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals ● Provides training and coaching for employees and managers on diversity issues ● Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system ● Prepares employment trend reports related to the utilization of the job market in employment practices ● Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
4L	Director	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
3H	Department Manager	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	EMERG MGMT Underground	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
3H	Department Manager	EMERG MGMT Ops Emerg Mgmt	Operations Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010M4	TW-CDB-Energy: Security / AAY010 Business Continuation / Group Manager (M4)	M4 (Group Mgr)
2H	Project Specialist	EMERG MGMT Ops Emerg Mgmt	Operations Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (P5)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Ops Emerg Mgmt	Operations Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Ops Emerg Mgmt	Operations Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Ops Emerg Mgmt	Operations Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
4L	Director	EMERG MGMT Emerg Mgmt Ops Svc	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010M4	TW-CDB-Energy: Security / AAY010 Business Continuation / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	EMERG MGMT Prepared & Liaison	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010M4	TW-CDB-Energy: Security / AAY010 Business Continuation / Group Manager (M4)	M4 (Group Mgr)
3L	Project Manager	EMERG MGMT Prepared & Liaison	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010p5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (P5)	P5 (Master)
3L	Project Manager	EMERG MGMT Prepared & Liaison	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010p5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (P5)	P5 (Master)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	EMERG MGMT Prepared & Liaison	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
3L	Section Manager	EMERG MGMT Risk Mgmt & Bnchmkg	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010M3	TW-CDB-Energy: Security / AAY010 Business Continuation / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	EMERG MGMT Risk Mgmt & Bnchmkg	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Risk Mgmt & Bnchmkg	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
3L	Section Manager	EMERG MGMT Strategic Planning	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010M3	TW-CDB-Energy: Security / AAY010 Business Continuation / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	EMERG MGMT Strategic Planning	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P3	TW-CDB-Energy: Security / AAY010 Business Continuation / Career (P3)	P3 (Career)
3L	Project Manager	EMERG MGMT Support Services	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010M3	TW-CDB-Energy: Security / AAY010 Business Continuation / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	EMERG MGMT Support Services	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Support Services	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AA010P5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (P5)	P4 (Specialist)

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Census File		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
3L	Section Manager	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
3L	Section Manager	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
3L	Project Manager	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies ● Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans ● Develops and tests infrastructure protection strategies and incident response exercises ● Coordinates disaster recovery initiatives and plans with staff and line functions ● Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Section Manager	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000M3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P5	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Planning Analyst	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P5	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Sr Engineer	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P5	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Engineer	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-efs000p4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2H	Sr Planning Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2L	Sr Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2L	Sr Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2L	Engineer	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Analyst	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P2	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000M3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Planning Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Career (P3)	P3 (Career)

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Census File		
Band	Job Title	Description
1H	Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
3L	Section Manager	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2H	Sr Planning Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2H	Sr Planning Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2L	Sr Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2L	Sr Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2L	Sr Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-efs000p4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P2	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-Emm000M3	TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Planning Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-Emm000P4	TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-Emm000P4	TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-Emm000P3	TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-Emm000P3	TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-Emm000P3	TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-Emm000P2	TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Analyst	<ul style="list-style-type: none"> Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
1H	Analyst	<ul style="list-style-type: none"> Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
3L	Section Manager	<ul style="list-style-type: none"> Sells energy products, supplies and services Identifies prospects, prepares proposals, makes presentations, and negotiates and administers intermediate and long-term energy sales contracts Manages ongoing business relationships with customers, including identifying strategies to meet customer requirements Solicits and evaluates energy market alternatives and prepares sales recommendations
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Sells energy products, supplies and services Identifies prospects, prepares proposals, makes presentations, and negotiates and administers intermediate and long-term energy sales contracts Manages ongoing business relationships with customers, including identifying strategies to meet customer requirements Solicits and evaluates energy market alternatives and prepares sales recommendations
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Sells energy products, supplies and services Identifies prospects, prepares proposals, makes presentations, and negotiates and administers intermediate and long-term energy sales contracts Manages ongoing business relationships with customers, including identifying strategies to meet customer requirements Solicits and evaluates energy market alternatives and prepares sales recommendations
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2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4H	Director - Energy Management	ENGY MGMT Forecasting	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AEM000M4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000m3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Planning Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
4H	Director - Energy Management	<ul style="list-style-type: none"> ● Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies ● Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions ● Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies ● Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business ● Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
3L	Section Manager	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2H	Sr Planning Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
2L	Sr Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group
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1H	Analyst	<ul style="list-style-type: none"> ● Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs ● Develops long-term supply agreements, which may include transportation and storage arrangements ● Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts ● Negotiates purchase contracts ● Develops forecasts of needed supply, transportation requirements, and available storage ● Manages relationships with suppliers ● Administers and monitors existing purchase and sale contracts ● Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in conjunction with the energy marketing and trading group

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P2	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P5	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Master (P5)	P4 (Specialist)
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P5	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Master (P5)	P4 (Specialist)
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Benchmark Data Available	ENG-ETG020P4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Benchmark Data Available	ENG-etg020p4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Benchmark Data Available	ENG-etg020p4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P3 (Career)
1H	Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P2	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Analyst	<ul style="list-style-type: none"> Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions
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1H	Analyst	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4L	Director	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020M4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	ENGY MGMT Gas Transp Services	Gas Supply	Benchmark Data Available	ENG-ETG020M3	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Planning Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Benchmark Data Available	ENG-ETG020P4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P4 (Specialist)
2H	Manager	ENGY MGMT Gas Transp Services	Gas Supply	Benchmark Data Available	ENG-ETG020M2	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Manager (M2)	M2 (Manager)
2H	Sr Planning Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P5	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Master (P5)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P3	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Benchmark Data Available	ENG-etg020p4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
4L	Director	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions
3L	Section Manager	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions
2H	Manager	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions
2L	Sr Analyst	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions
2L	Sr Analyst	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions

2014 Competitive Analysis

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Benchmark Data Available	ENG-etg020p4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P3 (Career)
1H	Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P2	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P3	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Career (P3)	P2 (Intermediate)
1H	Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P3	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Career (P3)	P2 (Intermediate)
3L	Section Manager	ENGY MGMT Demand Forecast	Resource Planning	Benchmark Data Available	ENG-AEM000M3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Planning Analyst	ENGY MGMT Demand Forecast	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	ENGY MGMT Demand Forecast	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Analyst	<ul style="list-style-type: none"> Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and contract terms for profitable transactions
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3L	Section Manager	<ul style="list-style-type: none"> Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
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2H	Sr Planning Analyst	<ul style="list-style-type: none"> Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Planning Analyst	ENGY MGMT Demand Forecast	Resource Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AEM000P5	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Demand Forecast	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Demand Forecast	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Career (P3)	P3 (Career)
3L	Section Manager	ENGY MGMT Forecasting Services	Resource Planning	Benchmark Data Available	ENG-AEM000M3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	ENGY MGMT Forecasting Services	Resource Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AEM000P5	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Forecasting Services	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Forecasting Services	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Sr Planning Analyst	<ul style="list-style-type: none"> ● Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies ● Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions ● Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies ● Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business ● Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies ● Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions ● Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies ● Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business ● Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies ● Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions ● Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies ● Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business ● Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
3L	Section Manager	<ul style="list-style-type: none"> ● Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies ● Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions ● Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies ● Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business ● Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2H	Sr Engineer	<ul style="list-style-type: none"> ● Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies ● Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions ● Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies ● Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business ● Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies ● Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions ● Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies ● Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business ● Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies ● Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions ● Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies ● Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business ● Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Analyst	ENGY MGMT Forecasting Services	Resource Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AEM000P2	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000M3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Planning Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Analyst	<ul style="list-style-type: none"> • Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies • Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions • Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies • Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business • Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
3L	Section Manager	<ul style="list-style-type: none"> • Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies • Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions • Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies • Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business • Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2H	Sr Planning Analyst	<ul style="list-style-type: none"> • Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies • Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions • Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies • Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business • Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2H	Sr Planning Analyst	<ul style="list-style-type: none"> • Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies • Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions • Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies • Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business • Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2H	Sr Planning Analyst	<ul style="list-style-type: none"> • Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies • Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions • Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies • Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business • Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2H	Sr Planning Analyst	<ul style="list-style-type: none"> • Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies • Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions • Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies • Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business • Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2L	Sr Analyst	<ul style="list-style-type: none"> • Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies • Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions • Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies • Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business • Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Career (P3)	P3 (Career)
4L	Director	ENGY MGMT Resource Modeling	Resource Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AEM000M4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
4L	Director	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050M3	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Senior Manager (M3)	M4 (Group Mgr)
3L	Project Manager	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050M3	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Manager	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050M3	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Manager	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P5	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Master (P5)	P5 (Master)
2H	Project Specialist	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P4	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies ● Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions ● Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies ● Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business ● Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies ● Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions ● Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies ● Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business ● Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
4L	Director	<ul style="list-style-type: none"> ● Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies ● Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions ● Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies ● Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business ● Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
4L	Director	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies
3L	Project Manager	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies
3L	Project Manager	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies
3L	Project Manager	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies
2H	Project Specialist	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P4	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P4	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Specialist (P4)	P4 (Specialist)
1H	Analyst	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P2	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Intermediate (P2)	P2 (Intermediate)
1L	Associate Analyst	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P2	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Intermediate (P2)	P1 (Entry)
4L	Director	ENGYPOLRA State Reg Affairs	State Regulatory Affairs	Benchmark Data Available	ENG-ACA050M3	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Senior Manager (M3)	M4 (Group Mgr)
3L	Project Manager	ENGYPOLRA State Reg Affairs	State Regulatory Affairs	Benchmark Data Available	ENG-ACA050M3	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	ENGYPOLRA State Reg Affairs	State Regulatory Affairs	Benchmark Data Available	ENG-ACA050P4	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Specialist (P4)	P4 (Specialist)
1H	Operating Supervisor	FACIL Administrative Services	Facilities Management	Non-benchmark Job			
4L	General Manager	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ADM.020.108	AH-TCM-GI: Administration / 020--Administrative Services / Facilities Management Corporate	M4 (Group Mgr)
3L	Section Manager	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030m3	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ahs030p5	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies
2H	Project Specialist	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies
1H	Analyst	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies
1L	Associate Analyst	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies
4L	Director	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies
3L	Project Manager	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies
2H	Project Specialist	<ul style="list-style-type: none"> ● Maintains the organization's ongoing relationships with regulatory commissions/authorities ● Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities ● Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints ● Advances organization positions with internal and external parties ● Prepares and sponsors testimony to governmental or regulatory agencies
1H	Operating Supervisor	
4L	General Manager	Responsible the management of all facilities within the company including maintenance, construction, and renovations. Evaluates policies and programs for existing and/or new facilities. Works with top management in the finalization of these policies. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030p4	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030p4	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030p3	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030p4	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030p4	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
3L	Section Manager	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170m3	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p4	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p5	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Master (P5)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● Determines root cause analyses
3L	Section Manager	<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
2H	Sr Engineer	<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
2H	Sr Engineer	<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

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Architect	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p4	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p4	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Architect	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p4	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p5	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Master (P5)	P4 (Specialist)
2L	Engineer	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p3	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Sr Architect	<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
2H	Sr Engineer	<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
2H	Sr Architect	<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
2H	Sr Engineer	<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
2L	Engineer	<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

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Architect	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p3	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Career (P3)	P3 (Career)
3L	Section Manager	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m3	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Planning Analyst	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020--Administrative Services / Facilities Maintenance Manager	M2 (Manager)
2L	Sr Specialist	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
2L	Shift Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
2L	Shift Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
2L	Shift Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
2L	Shift Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
2L	Shift Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
2L	Sr Specialist	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020p3	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Career (P3)	P3 (Career)
1H	Operating Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Architect	<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
3L	Section Manager	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Planning Analyst	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
2L	Sr Specialist	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Specialist	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Maintenance Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Maintenance Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
2H	Manager	FACIL Mail Operations	Facilities Management	Benchmark Data Available	aas010M2	TW-CDB-GI: Administrative Services / AAS010 Office/Location/Post and Messenger Services / Manager (M2)	M2 (Manager)
1H	Supervisor	FACIL Mail Operations	Facilities Management	Benchmark Data Available	aas010M1	TW-CDB-GI: Administrative Services / AAS010 Office/Location/Post and Messenger Services / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	FACIL Mail Operations	Facilities Management	Benchmark Data Available	aas010M1	TW-CDB-GI: Administrative Services / AAS010 Office/Location/Post and Messenger Services / Supervisor (M1)	P2 (Intermediate)
2H	Manager	FACIL Proj & Ctrctr Oversight	Facilities Management	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020-- Administrative Services / Facilities Maintenance Manager	M2 (Manager)
2L	Sr Specialist	FACIL Proj & Ctrctr Oversight	Facilities Management	Benchmark Data Available	are020m1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	FACIL Proj & Ctrctr Oversight	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
2L	Sr Specialist	FACIL Proj & Ctrctr Oversight	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
1H	Specialist	FACIL Proj & Ctrctr Oversight	Facilities Management	Benchmark Data Available	are020p2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020m3	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Maintenance Supervisor	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Manager	<ul style="list-style-type: none"> Coordinates the administrative activities of an office Evaluates office production and devises alternative methods to improve workflow Oversees opening, sorting and routing of incoming and makes preparations for outgoing correspondence, post, mail and packages; organizes special mailings Coordinates the receipt, storage and issuance of stationary and office supplies; oversees periodic inventories and reorders items as required Acts as the first point of contact for internal facilities issues, and logs all maintenance, cleaning and office/location services and refers related issues to the appropriate personnel; negotiates contracts for services such as cleaning and maintenance
1H	Supervisor	<ul style="list-style-type: none"> Coordinates the administrative activities of an office Evaluates office production and devises alternative methods to improve workflow Oversees opening, sorting and routing of incoming and makes preparations for outgoing correspondence, post, mail and packages; organizes special mailings Coordinates the receipt, storage and issuance of stationary and office supplies; oversees periodic inventories and reorders items as required Acts as the first point of contact for internal facilities issues, and logs all maintenance, cleaning and office/location services and refers related issues to the appropriate personnel; negotiates contracts for services such as cleaning and maintenance
1H	Operating Supervisor	<ul style="list-style-type: none"> Coordinates the administrative activities of an office Evaluates office production and devises alternative methods to improve workflow Oversees opening, sorting and routing of incoming and makes preparations for outgoing correspondence, post, mail and packages; organizes special mailings Coordinates the receipt, storage and issuance of stationary and office supplies; oversees periodic inventories and reorders items as required Acts as the first point of contact for internal facilities issues, and logs all maintenance, cleaning and office/location services and refers related issues to the appropriate personnel; negotiates contracts for services such as cleaning and maintenance
2H	Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
2L	Sr Specialist	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Specialist	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Specialist	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Specialist	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
3L	Section Manager	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Engineer	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Engineer	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Planning Analyst	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2H	Sr Architect	FACIL Proj Plan & Development	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	are020p5	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Master (P5)	P4 (Specialist)
2H	Sr Architect	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
2L	Architect	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p3	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Career (P3)	P3 (Career)
2L	Sr Analyst	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p3	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Career (P3)	P3 (Career)
3L	Section Manager	FACIL Astoria Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020--Administrative Services / Facilities Maintenance Manager	M3 (Senior Manager)
2H	Manager	FACIL Astoria Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020--Administrative Services / Facilities Maintenance Manager	M2 (Manager)
1H	Operating Supervisor	FACIL Astoria Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	FACIL Astoria Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	FACIL Bklyn Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020--Administrative Services / Facilities Maintenance Manager	M3 (Senior Manager)
2L	Operating General Supervisor	FACIL Bklyn Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	are020M2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
1H	Operating Supervisor	FACIL Bklyn Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	FACIL Bklyn Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Sr Planning Analyst	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Architect	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Architect	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Analyst	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Architect	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Analyst	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
3L	Section Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
2H	Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
1H	Operating Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
3L	Section Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
2L	Operating General Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	FACIL Bklyn Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
2H	Manager	FACIL Bronx Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020-- Administrative Services / Facilities Maintenance Manager	M2 (Manager)
1H	Operating Supervisor	FACIL Bronx Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	FACIL Bronx Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	FACIL Bronx Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
4L	General Manager	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	ADM.020.108	AH-TCM-GI: Administration / 020-- Administrative Services / Facilities Management Corporate	M4 (Group Mgr)
3L	Section Manager	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020-- Administrative Services / Facilities Maintenance Manager	M3 (Senior Manager)
2H	Sr Planning Analyst	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
2L	Sr Specialist	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
3L	Section Manager	FACIL Manh Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020-- Administrative Services / Facilities Maintenance Manager	M3 (Senior Manager)
2L	Operating General Supervisor	FACIL Manh Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	are020M2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
1H	Operating Supervisor	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
4L	General Manager	Responsible the management of all facilities within the company including maintenance, construction, and renovations. Evaluates policies and programs for existing and/or new facilities. Works with top management in the finalization of these policies. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Planning Analyst	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Specialist	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Specialist	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
3L	Section Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
2L	Operating General Supervisor	<ul style="list-style-type: none"> Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	FACIL Manh Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
2H	Manager	FACIL Queens Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020-- Administrative Services / Facilities Maintenance Manager	M2 (Manager)
1H	Operating Supervisor	FACIL Queens Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	FACIL SI Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	FACIL Wchester Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020-- Administrative Services / Facilities Maintenance Manager	M3 (Senior Manager)
2H	Project Specialist	FACIL Wchester Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
1H	Operating Supervisor	FACIL Wchester Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
2L	Shift Supervisor	FACIL West End Facil Ops Mtce	Facilities Operation & Maint	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
4L	Director	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.136	AH-TCM-GI: Human Resources / 020-- Benefits / Benefits Corporate	M4 (Group Mgr)
3H	Department Manager	HR Employee Benefits	Benefits	Benchmark Data Available	AHR020M3	TW-CDB-GI: Human Resources / AHR020 Compensation Generalist/Multidiscipline / Senior Manager (M3)	M3 (Section Mgr)
3L	Section Manager	HR Employee Benefits	Benefits	Benchmark Data Available	AHR020M3	TW-CDB-GI: Human Resources / AHR020 Compensation Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	HR Employee Benefits	Benefits	Benchmark Data Available	AHR020M3	TW-CDB-GI: Human Resources / AHR020 Compensation Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	AHR020P4	TW-CDB-GI: Human Resources / AHR020 Compensation Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.130	AH-TCM-GI: Human Resources / 020-- Benefits / Benefits Analyst-Senior	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
1H	Operating Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
3L	Section Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
2H	Project Specialist	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	<ul style="list-style-type: none"> • Ensures the optimal utilization of the organization's facilities • Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs • Ensures proper functioning of facilities through ongoing inspection and maintenance
4L	Director	Responsible for the development and administration of employee benefit programs, including retirement, savings, and medical and life insurance plans. Ensures benefits programs comply with legal and reporting requirements. Only one incumbent should be reported at this position for a specific business unit.
3H	Department Manager	<ul style="list-style-type: none"> • Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans • May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
3L	Section Manager	<ul style="list-style-type: none"> • Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans • May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
3L	Section Manager	<ul style="list-style-type: none"> • Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans • May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
2H	Project Specialist	<ul style="list-style-type: none"> • Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans • May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.130	AH-TCM-GI: Human Resources / 020--Benefits / Benefits Analyst-Senior	P3 (Career)
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.130	AH-TCM-GI: Human Resources / 020--Benefits / Benefits Analyst-Senior	P3 (Career)
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.130	AH-TCM-GI: Human Resources / 020--Benefits / Benefits Analyst-Senior	P3 (Career)
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.130	AH-TCM-GI: Human Resources / 020--Benefits / Benefits Analyst-Senior	P3 (Career)
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.130	AH-TCM-GI: Human Resources / 020--Benefits / Benefits Analyst-Senior	P3 (Career)
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.130	AH-TCM-GI: Human Resources / 020--Benefits / Benefits Analyst-Senior	P3 (Career)
1H	Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.141	AH-TCM-GI: Human Resources / 020--Benefits / Benefits Analyst-Intermediate	P2 (Intermediate)
4L	Director	HR Compensation	Compensation	Benchmark Data Available	HRM.040.131	AH-TCM-GI: Human Resources / 040--Compensation / Compensation Corporate	M4 (Group Mgr)
3L	Section Manager	HR Compensation	Compensation	Benchmark Data Available	AHR020M3	TW-CDB-GI: Human Resources / AHR020 Compensation Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	HR Compensation	Compensation	Benchmark Data Available	HRM.000.106	AH-TCM-GI: Human Resources / 000--General / Human Resources Generalist-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	HR Compensation	Compensation	Benchmark Data Available	HRM.000.106	AH-TCM-GI: Human Resources / 000--General / Human Resources Generalist-Advanced Senior	P4 (Specialist)
2L	Sr Specialist	HR Compensation	Compensation	Benchmark Data Available	HRM.040.133	AH-TCM-GI: Human Resources / 040--Compensation / Compensation Analyst-Senior	P3 (Career)
2L	Sr Specialist	HR Compensation	Compensation	Benchmark Data Available	HRM.040.133	AH-TCM-GI: Human Resources / 040--Compensation / Compensation Analyst-Senior	P3 (Career)
1H	Specialist	HR Compensation	Compensation	Benchmark Data Available	ahr020P2	TW-CDB-GI: Human Resources / AHR020 Compensation Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3H	Department Manager	HR Case Management	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR095M3	TW-CDB-GI: 0 / AHR095 Employee Relations / Senior Manager (M3)	M4 (Group Mgr)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
1H	Specialist	Provides analytical support for employee benefit programs. Maintains and analyzes various types of benefits information. Gathers data and participates in the analysis of employee benefits issues and trends. Conducts and participates in benefits surveys. Analyzes results to determine their impact. Role typically requires between 3 and 5 years of experience.
4L	Director	Responsible for the development and administration of compensation programs, including job evaluation, salary administration, and short- and long-term incentive plan design. Coordinates design and administration of executive programs. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	<ul style="list-style-type: none"> Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
2H	Project Specialist	Responsible for interpreting and administering a variety of human resources programs such as: compensation, human resources planning, employee relations, benefits, hourly employment, equal employment planning, training or labor relations. Counsels and advises management and employees on personnel programs and policies. Conducts research studies and prepares special reports and presentations. Has thorough knowledge and understanding of most of the major areas in the human resources function.
2H	Sr Planning Analyst	Responsible for interpreting and administering a variety of human resources programs such as: compensation, human resources planning, employee relations, benefits, hourly employment, equal employment planning, training or labor relations. Counsels and advises management and employees on personnel programs and policies. Conducts research studies and prepares special reports and presentations. Has thorough knowledge and understanding of most of the major areas in the human resources function.
2L	Sr Specialist	Provides comprehensive analytical support for the design and administration of compensation programs, position evaluations, salary recommendations, and other detailed research projects. Participates in compensation surveys, coordinates job descriptions, and prepares market data reports for management review and consideration. Prepares and monitors merit budget process and develops/updates salary ranges. May guide less-experienced Compensation Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for the design and administration of compensation programs, position evaluations, salary recommendations, and other detailed research projects. Participates in compensation surveys, coordinates job descriptions, and prepares market data reports for management review and consideration. Prepares and monitors merit budget process and develops/updates salary ranges. May guide less-experienced Compensation Analysts. Role typically requires more than 5 years of experience.
1H	Specialist	<ul style="list-style-type: none"> Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
3H	Department Manager	<ul style="list-style-type: none"> Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews Researches and responds to employee questions, concerns and grievances Maintains employee relations records

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Labor Relations Admin	HR Case Management	Employee And Labor Relations	Benchmark Data Available	AHR095P4	TW-CDB-GI: Human Resources / AHR095 Employee Relations / Specialist (P4)	P4 (Specialist)
2H	Labor Relations Admin	HR Case Management	Employee And Labor Relations	Benchmark Data Available	AHR095P4	TW-CDB-GI: Human Resources / AHR095 Employee Relations / Specialist (P4)	P4 (Specialist)
2H	Labor Relations Admin	HR Case Management	Employee And Labor Relations	Benchmark Data Available	AHR095P4	TW-CDB-GI: Human Resources / AHR095 Employee Relations / Specialist (P4)	P4 (Specialist)
2H	Labor Relations Admin	HR Case Management	Employee And Labor Relations	Benchmark Data Available	AHR095P4	TW-CDB-GI: Human Resources / AHR095 Employee Relations / Specialist (P4)	P4 (Specialist)
4L	Director	HR Emp & Labor Rel Dir & Staff	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR090M4	TW-CDB-GI: Human Resources / AHR090 Medical Services - Nursing / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	HR Labor & Wage	Employee And Labor Relations	Benchmark Data Available	AHR100M3	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Senior Manager (M3)	M4 (Group Mgr)
2H	Manager	HR Labor & Wage	Employee And Labor Relations	Benchmark Data Available	AHR100M2	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Manager (M2)	M2 (Manager)
2L	Sr Specialist	HR Labor & Wage	Employee And Labor Relations	Benchmark Data Available	AHR100P3	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Labor & Wage	Employee And Labor Relations	Benchmark Data Available	AHR100P3	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Career (P3)	P3 (Career)
1H	Specialist	HR Labor & Wage	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR100P2	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Labor & Wage	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR100P2	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Intermediate (P2)	P2 (Intermediate)
3H	Department Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Senior Manager (M3)	M4 (Group Mgr)
2H	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)
2H	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)
2H	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Labor Relations Admin	<ul style="list-style-type: none"> Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews Researches and responds to employee questions, concerns and grievances Maintains employee relations records
2H	Labor Relations Admin	<ul style="list-style-type: none"> Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews Researches and responds to employee questions, concerns and grievances Maintains employee relations records
2H	Labor Relations Admin	<ul style="list-style-type: none"> Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews Researches and responds to employee questions, concerns and grievances Maintains employee relations records
2H	Labor Relations Admin	<ul style="list-style-type: none"> Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews Researches and responds to employee questions, concerns and grievances Maintains employee relations records
4L	Director	#N/A
3H	Department Manager	<ul style="list-style-type: none"> Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
2H	Manager	<ul style="list-style-type: none"> Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
2L	Sr Specialist	<ul style="list-style-type: none"> Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
2L	Sr Specialist	<ul style="list-style-type: none"> Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
1H	Specialist	<ul style="list-style-type: none"> Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
1H	Specialist	<ul style="list-style-type: none"> Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
3H	Department Manager	<ul style="list-style-type: none"> Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
2H	Manager	<ul style="list-style-type: none"> Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
2H	Manager	<ul style="list-style-type: none"> Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
2H	Manager	<ul style="list-style-type: none"> Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)
2H	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)
2H	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)
2H	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)
2H	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P4	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Specialist (P4)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P4	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Specialist (P4)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P4	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Specialist (P4)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
2H	Project Specialist	HR Communications and Projects	Human Resource Support	Benchmark Data Available	HRM.180.473	AH-TCM-GI: Human Resources / 180--Internal Communications / Internal Communications Manager	M2 (Manager)
2L	Sr Specialist	HR Communications and Projects	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	ACA100P3	TW-CDB-GI: Corporate Affairs/Communications / ACA100 Internal/Employee Communications / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Communications and Projects	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	ACA100P3	TW-CDB-GI: Corporate Affairs/Communications / ACA100 Internal/Employee Communications / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Communications and Projects	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	ACA100P3	TW-CDB-GI: Corporate Affairs/Communications / ACA100 Internal/Employee Communications / Career (P3)	P3 (Career)
4L	Director	HR HRS Director and Staff	Human Resource Support	Benchmark Data Available	ahr000M4	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	HR Payroll Support	Human Resource Support	Benchmark Data Available	FIN.240.114	AH-TCM-GI: Finance / 240--Payroll / Payroll Manager	M3 (Senior Manager)
2H	Systems Specialist	HR Payroll Support	Human Resource Support	Benchmark Data Available	HRM.160.154	AH-TCM-GI: Human Resources / 160--HR Information Systems / HRIS Analyst-Senior	P4 (Specialist)

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Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> • Provides centralized human resource services spanning payroll, benefits and other transactions • Ensures efficiency of service center operations, technology, and transaction processes • Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs • Coordinates services with the human resource information systems, human resource program managers, and technology specialists
1H	Specialist	<ul style="list-style-type: none"> • Provides centralized human resource services spanning payroll, benefits and other transactions • Ensures efficiency of service center operations, technology, and transaction processes • Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs • Coordinates services with the human resource information systems, human resource program managers, and technology specialists
1H	Specialist	<ul style="list-style-type: none"> • Provides centralized human resource services spanning payroll, benefits and other transactions • Ensures efficiency of service center operations, technology, and transaction processes • Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs • Coordinates services with the human resource information systems, human resource program managers, and technology specialists
1H	Specialist	<ul style="list-style-type: none"> • Provides centralized human resource services spanning payroll, benefits and other transactions • Ensures efficiency of service center operations, technology, and transaction processes • Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs • Coordinates services with the human resource information systems, human resource program managers, and technology specialists
1H	Specialist	<ul style="list-style-type: none"> • Provides centralized human resource services spanning payroll, benefits and other transactions • Ensures efficiency of service center operations, technology, and transaction processes • Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs • Coordinates services with the human resource information systems, human resource program managers, and technology specialists
2H	Project Specialist	Responsible for developing the content that is available for internal websites or intranet. Coordinates with various internal stakeholders to provide content on issues that address internal HR communication, change management launches, strategic communication, etc. May supervise and edit the content of other writers to prepare it for internal communication. Interfaces with senior leadership to identify key areas of communication.
2L	Sr Specialist	<ul style="list-style-type: none"> • Develops and coordinates lines of communication within the organization among employees • Implements policies and programs to increase employee awareness and knowledge of activities affecting employees
2L	Sr Specialist	<ul style="list-style-type: none"> • Develops and coordinates lines of communication within the organization among employees • Implements policies and programs to increase employee awareness and knowledge of activities affecting employees
2L	Sr Specialist	<ul style="list-style-type: none"> • Develops and coordinates lines of communication within the organization among employees • Implements policies and programs to increase employee awareness and knowledge of activities affecting employees
4L	Director	<ul style="list-style-type: none"> • Designs, implements and monitors a variety of human resource programs • Anticipates and plans for long-term human resource needs and trends in partnership with business management • Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
3L	Section Manager	Responsible for the accurate and timely processing of exempt and nonexempt payrolls. Prepares data necessary for the filing of payroll-related tax returns and miscellaneous withholding forms. Leads a team of direct reports.
2H	Systems Specialist	Provides comprehensive analysis of employee records. Generates retrieval of statistical summary reports from information systems. Researches and recommends new or modified systems, equipment, and software. Role typically requires more than 5 years of experience.

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
3L	Section Manager	HR Service Center	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Senior Manager (M3)	M3 (Senior Manager)
2L	Benefits Supervisor	HR Service Center	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	P3 (Career)
1H	Supervisor	HR Service Center	Human Resource Support	Benchmark Data Available	AHR160M1	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Supervisor (M1)	P2 (Intermediate)
65	Medical Director	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS100M4	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Group Manager (M4)	M4 (Group Mgr)
64	Administrative Physician	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS080M4	TW-CDB-GI: Environmental Health and Safety / AHS080 Medical Services - Medical Doctor / Group Manager (M4)	M4 (Group Mgr)
2H	Manager	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS100M2	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Manager (M2)	M2 (Manager)
2L	Sr Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS100P3	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides centralized human resource services spanning payroll, benefits and other transactions ● Ensures efficiency of service center operations, technology, and transaction processes ● Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs ● Coordinates services with the human resource information systems, human resource program managers, and technology specialists
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides centralized human resource services spanning payroll, benefits and other transactions ● Ensures efficiency of service center operations, technology, and transaction processes ● Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs ● Coordinates services with the human resource information systems, human resource program managers, and technology specialists
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides centralized human resource services spanning payroll, benefits and other transactions ● Ensures efficiency of service center operations, technology, and transaction processes ● Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs ● Coordinates services with the human resource information systems, human resource program managers, and technology specialists
2L	Sr Specialist	<ul style="list-style-type: none"> ● Provides centralized human resource services spanning payroll, benefits and other transactions ● Ensures efficiency of service center operations, technology, and transaction processes ● Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs ● Coordinates services with the human resource information systems, human resource program managers, and technology specialists
3L	Section Manager	<ul style="list-style-type: none"> ● Provides centralized human resource services spanning payroll, benefits and other transactions ● Ensures efficiency of service center operations, technology, and transaction processes ● Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs ● Coordinates services with the human resource information systems, human resource program managers, and technology specialists
2L	Benefits Supervisor	<ul style="list-style-type: none"> ● Provides centralized human resource services spanning payroll, benefits and other transactions ● Ensures efficiency of service center operations, technology, and transaction processes ● Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs ● Coordinates services with the human resource information systems, human resource program managers, and technology specialists
1H	Supervisor	<ul style="list-style-type: none"> ● Provides centralized human resource services spanning payroll, benefits and other transactions ● Ensures efficiency of service center operations, technology, and transaction processes ● Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs ● Coordinates services with the human resource information systems, human resource program managers, and technology specialists
65	Medical Director	<ul style="list-style-type: none"> ● Supports doctors and nurses providing medical care for the comfort and well-being of employees ● Prepares and maintains patient clinical records ● Develops preventive health care programs ● May maintain established inventory levels for medicines, supplies and equipment
64	Administrative Physician	<ul style="list-style-type: none"> ● Provides professional medical care for the comfort and well-being of employees, including examinations and treatments ● Develops preventive health care programs
2H	Manager	<ul style="list-style-type: none"> ● Supports doctors and nurses providing medical care for the comfort and well-being of employees ● Prepares and maintains patient clinical records ● Develops preventive health care programs ● May maintain established inventory levels for medicines, supplies and equipment
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports doctors and nurses providing medical care for the comfort and well-being of employees ● Prepares and maintains patient clinical records ● Develops preventive health care programs ● May maintain established inventory levels for medicines, supplies and equipment

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS100p4	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Specialist (P4)	P3 (Career)
2L	Sr Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS100p4	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Specialist (P4)	P3 (Career)
1H	Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS100P2	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	ahs100p3	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Career (P3)	P2 (Intermediate)
1H	Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS100P2	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Intermediate (P2)	P2 (Intermediate)
4L	Director	HR Executive Loan Program	Off Of VP Human Resources	Benchmark Data Available	AHR000M4	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Specialist	HR Executive Loan Program	Off Of VP Human Resources	Benchmark Data Available	AHR000P3	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidiscipline / Career (P3)	P3 (Career)
3L	Section Manager	HR Employee Programs and Svcs	Talent Management	Benchmark Data Available	AHR130M3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	HR Employee Programs and Svcs	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Employee Programs and Svcs	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Employee Programs and Svcs	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports doctors and nurses providing medical care for the comfort and well-being of employees ● Prepares and maintains patient clinical records ● Develops preventive health care programs ● May maintain established inventory levels for medicines, supplies and equipment
2L	Sr Specialist	<ul style="list-style-type: none"> ● Supports doctors and nurses providing medical care for the comfort and well-being of employees ● Prepares and maintains patient clinical records ● Develops preventive health care programs ● May maintain established inventory levels for medicines, supplies and equipment
1H	Specialist	<ul style="list-style-type: none"> ● Supports doctors and nurses providing medical care for the comfort and well-being of employees ● Prepares and maintains patient clinical records ● Develops preventive health care programs ● May maintain established inventory levels for medicines, supplies and equipment
1H	Specialist	<ul style="list-style-type: none"> ● Supports doctors and nurses providing medical care for the comfort and well-being of employees ● Prepares and maintains patient clinical records ● Develops preventive health care programs ● May maintain established inventory levels for medicines, supplies and equipment
1H	Specialist	<ul style="list-style-type: none"> ● Supports doctors and nurses providing medical care for the comfort and well-being of employees ● Prepares and maintains patient clinical records ● Develops preventive health care programs ● May maintain established inventory levels for medicines, supplies and equipment
4L	Director	<ul style="list-style-type: none"> ● Designs, implements and monitors a variety of human resource programs ● Anticipates and plans for long-term human resource needs and trends in partnership with business management ● Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> ● Designs, implements and monitors a variety of human resource programs ● Anticipates and plans for long-term human resource needs and trends in partnership with business management ● Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
3L	Section Manager	<ul style="list-style-type: none"> ● Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning ● Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning ● Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning ● Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning ● Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Specialist	HR Employee Programs and Svcs	Talent Management	Benchmark Data Available	AHR130P2	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
4L	Director	HR Leadership Services	Talent Management	Benchmark Data Available	AHR120M4	TW-CDB-GI: Human Resources / AHR120 Organization Development / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130p4	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P2	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P2	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000M3	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Planning Analyst	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000P4	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
4L	Director	<ul style="list-style-type: none"> • Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life • Ensures policy/program changes affecting employees do not conflict with the organization's objectives
2L	Sr Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
1H	Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
1H	Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
3L	Section Manager	<ul style="list-style-type: none"> • Designs, implements and monitors a variety of human resource programs • Anticipates and plans for long-term human resource needs and trends in partnership with business management • Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
2H	Sr Planning Analyst	<ul style="list-style-type: none"> • Designs, implements and monitors a variety of human resource programs • Anticipates and plans for long-term human resource needs and trends in partnership with business management • Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Project Specialist	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000P4	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2H	Manager	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000M2	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2L	Sr Specialist	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000P3	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000P3	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidiscipline / Career (P3)	P3 (Career)
3L	Section Manager	HR Recruitment	Talent Management	Benchmark Data Available	AHR140M3	TW-CDB-GI: Human Resources / AHR140 Recruitment Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	HR Recruitment	Talent Management	Benchmark Data Available	HRM.220.110	AH-TCM-GI: Human Resources / 220-- Recruitment / Recruiting Manager	M2 (Manager)
2L	Sr Specialist	HR Recruitment	Talent Management	Benchmark Data Available	AHR140P3	TW-CDB-GI: Human Resources / AHR140 Recruitment Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Recruitment	Talent Management	Benchmark Data Available	AHR140P3	TW-CDB-GI: Human Resources / AHR140 Recruitment Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Specialist	HR Recruitment	Talent Management	Benchmark Data Available	HRM.220.144	AH-TCM-GI: Human Resources / 220-- Recruitment / Professional Recruiter-Intermediate	P2 (Intermediate)
1H	Specialist	HR Recruitment	Talent Management	Benchmark Data Available	HRM.220.144	AH-TCM-GI: Human Resources / 220-- Recruitment / Professional Recruiter-Intermediate	P2 (Intermediate)
1H	Specialist	HR Recruitment	Talent Management	Benchmark Data Available	HRM.220.144	AH-TCM-GI: Human Resources / 220-- Recruitment / Professional Recruiter-Intermediate	P2 (Intermediate)
1L	Associate Specialist	HR Recruitment	Talent Management	Benchmark Data Available	HRM.220.144	AH-TCM-GI: Human Resources / 220-- Recruitment / Professional Recruiter-Intermediate	P1 (Entry)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> • Designs, implements and monitors a variety of human resource programs • Anticipates and plans for long-term human resource needs and trends in partnership with business management • Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
2H	Manager	<ul style="list-style-type: none"> • Designs, implements and monitors a variety of human resource programs • Anticipates and plans for long-term human resource needs and trends in partnership with business management • Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, implements and monitors a variety of human resource programs • Anticipates and plans for long-term human resource needs and trends in partnership with business management • Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, implements and monitors a variety of human resource programs • Anticipates and plans for long-term human resource needs and trends in partnership with business management • Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
3L	Section Manager	<ul style="list-style-type: none"> • Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management • May utilize the services of employment agencies • Places employment ads in appropriate sources, including the Internet and print media • Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics • May recruit from colleges, technical schools and job fairs
2H	Manager	Manages staffing and recruiting activities, including budgeting for employment/recruiting expenditures. Responsible for managing and retaining Recruiters, designing and administering recruitment strategies and implementing recruitment plans/procedures. Researches efficient and cost effective open job placements and maintains extensive pre/post hire documentation. Maintains familiarity with recruiting tools.
2L	Sr Specialist	<ul style="list-style-type: none"> • Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management • May utilize the services of employment agencies • Places employment ads in appropriate sources, including the Internet and print media • Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics • May recruit from colleges, technical schools and job fairs
2L	Sr Specialist	<ul style="list-style-type: none"> • Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management • May utilize the services of employment agencies • Places employment ads in appropriate sources, including the Internet and print media • Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics • May recruit from colleges, technical schools and job fairs
1H	Specialist	Identifies potential sources of new hires. Conducts initial screening interviews of prospective professional new hires. Reviews resumes, checks references, negotiates starting salaries and often conducts exit interviews. Makes recommendations to management. Conducts college recruiting. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Identifies potential sources of new hires. Conducts initial screening interviews of prospective professional new hires. Reviews resumes, checks references, negotiates starting salaries and often conducts exit interviews. Makes recommendations to management. Conducts college recruiting. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Identifies potential sources of new hires. Conducts initial screening interviews of prospective professional new hires. Reviews resumes, checks references, negotiates starting salaries and often conducts exit interviews. Makes recommendations to management. Conducts college recruiting. Role typically requires between 3 and 5 years of experience.
1L	Associate Specialist	Identifies potential sources of new hires. Conducts initial screening interviews of prospective professional new hires. Reviews resumes, checks references, negotiates starting salaries and often conducts exit interviews. Makes recommendations to management. Conducts college recruiting. Role typically requires between 3 and 5 years of experience.

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	HR Cost Mgmt & Workforce Plng	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200-- Organizational Development / Manager Learning and Development	M3 (Senior Manager)
2H	Sr Planning Analyst	HR Cost Mgmt & Workforce Plng	The Learning Center	Non-benchmark Job			
2L	Sr Specialist	HR Cost Mgmt & Workforce Plng	The Learning Center	Non-benchmark Job			
2L	Sr Instructor	HR TLC Automotive and Driving	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
1H	Instructor	HR TLC Automotive and Driving	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Automotive and Driving	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Automotive and Driving	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
3L	Section Manager	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200-- Organizational Development / Manager Learning and Development	P5 (Master)
2H	Sr Engineer	HR TLC Central Operations	The Learning Center	Non-benchmark Job			
2H	Sr Engineer	HR TLC Central Operations	The Learning Center	Non-benchmark Job			
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	Designs and delivers employee development and training programs that support the organization's strategic plan. Improves working relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Analyzes OD information and presents recommendations to senior management.
2H	Sr Planning Analyst	
2L	Sr Specialist	
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
3L	Section Manager	Designs and delivers employee development and training programs that support the organization's strategic plan. Improves working relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Analyzes OD information and presents recommendations to senior management.
2H	Sr Engineer	
2H	Sr Engineer	
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	M1 (Supervisor)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
1H	Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
2H	Manager	HR TLC Customer Operations	The Learning Center	Non-benchmark Job			
2H	Project Specialist	HR TLC Customer Operations	The Learning Center	Non-benchmark Job			
2L	Sr Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2H	Manager	
2H	Project Specialist	
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
3L	Section Manager	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200-- Organizational Development / Manager Learning and Development	M3 (Senior Manager)
2L	Sr Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
3L	Section Manager	Designs and delivers employee development and training programs that support the organization's strategic plan. Improves working relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Analyzes OD information and presents recommendations to senior management.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
1H	Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
1H	Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
1H	Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
2H	Sr District Operator	HR TLC Electric Operations	The Learning Center	Non-benchmark Job			
2H	Manager	HR TLC Electric Operations	The Learning Center	Non-benchmark Job			
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
2H	Sr District Operator	
2H	Manager	
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
1H	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
3L	Section Manager	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200-- Organizational Development / Manager Learning and Development	M3 (Senior Manager)
2L	Sr Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
1H	Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
3L	Section Manager	Designs and delivers employee development and training programs that support the organization's strategic plan. Improves working relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Analyzes OD information and presents recommendations to senior management.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
3L	Section Manager	HR TLC Information Technology	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200-- Organizational Development / Manager Learning and Development	M3 (Senior Manager)
2H	Project Specialist	HR TLC Information Technology	The Learning Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR130P5	TW-CDB-GI: 0 / AHR130 Employee Development/Training Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Systems Specialist	HR TLC Information Technology	The Learning Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR130P5	TW-CDB-GI: 0 / AHR130 Employee Development/Training Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Systems Specialist	HR TLC Information Technology	The Learning Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR130P5	TW-CDB-GI: 0 / AHR130 Employee Development/Training Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Systems Specialist	HR TLC Information Technology	The Learning Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR130P5	TW-CDB-GI: 0 / AHR130 Employee Development/Training Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Systems Specialist	HR TLC Information Technology	The Learning Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR130P5	TW-CDB-GI: 0 / AHR130 Employee Development/Training Generalist/Multidiscipline / Master (P5)	P4 (Specialist)
2H	Systems Specialist	HR TLC Information Technology	The Learning Center	Benchmark Data Available	AHR130P4	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidiscipline / Snerialist (P4)	P4 (Specialist)
2L	Sr Instructor	HR TLC Information Technology	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Information Technology	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Information Technology	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
4L	Director	HR TLC Support Services	The Learning Center	Non-benchmark Job			
2L	Sr Specialist	HR TLC Support Services	The Learning Center	Non-benchmark Job			

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
3L	Section Manager	Designs and delivers employee development and training programs that support the organization's strategic plan. Improves working relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Analyzes OD information and presents recommendations to senior management.
2H	Project Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2H	Systems Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2H	Systems Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2H	Systems Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2H	Systems Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2H	Systems Specialist	<ul style="list-style-type: none"> • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
4L	Director	
2L	Sr Specialist	

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	HR TLC Test eLearning & Repro	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200-- Organizational Development / Manager Learning and Development	M3 (Senior Manager)
2H	Project Specialist	HR TLC Test eLearning & Repro	The Learning Center	Non-benchmark Job			
2L	Sr Specialist	HR TLC Test eLearning & Repro	The Learning Center	Non-benchmark Job			
2L	Sr Specialist	HR TLC Test eLearning & Repro	The Learning Center	Non-benchmark Job			
1H	Specialist	HR TLC Test eLearning & Repro	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
1H	Specialist	HR TLC Test eLearning & Repro	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200-- Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
4L	Director	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080M4	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080M4	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Group Manager (M4)	M4 (Group Mgr)
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)

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<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	Designs and delivers employee development and training programs that support the organization's strategic plan. Improves working relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Analyzes OD information and presents recommendations to senior management.
2H	Project Specialist	
2L	Sr Specialist	
2L	Sr Specialist	
1H	Specialist	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
4L	Director	<ul style="list-style-type: none"> Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3H	Department Manager	<ul style="list-style-type: none"> Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3L	Project Manager	<ul style="list-style-type: none"> Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3L	Project Manager	<ul style="list-style-type: none"> Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3L	Project Manager	<ul style="list-style-type: none"> Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080M3	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Group Manager (M4)	M3 (Senior Manager)
2H	Sr Engineer	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P4 (Specialist)
2H	Sr Engineer	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P4 (Specialist)
2H	Sr Engineer	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P4	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Specialist (P4)	P4 (Specialist)

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Census File		
Band	Job Title	Description
3L	Project Manager	<ul style="list-style-type: none"> ● Leads or coordinates projects to investigate, adopt and implement new and emerging technologies ● Designs and implements applications of new and emerging technologies ● Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3L	Project Manager	<ul style="list-style-type: none"> ● Leads or coordinates projects to investigate, adopt and implement new and emerging technologies ● Designs and implements applications of new and emerging technologies ● Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3L	Project Manager	<ul style="list-style-type: none"> ● Leads or coordinates projects to investigate, adopt and implement new and emerging technologies ● Designs and implements applications of new and emerging technologies ● Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3L	Project Manager	<ul style="list-style-type: none"> ● Leads or coordinates projects to investigate, adopt and implement new and emerging technologies ● Designs and implements applications of new and emerging technologies ● Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
2H	Sr Engineer	<ul style="list-style-type: none"> ● Leads or coordinates projects to investigate, adopt and implement new and emerging technologies ● Designs and implements applications of new and emerging technologies ● Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
2H	Sr Engineer	<ul style="list-style-type: none"> ● Leads or coordinates projects to investigate, adopt and implement new and emerging technologies ● Designs and implements applications of new and emerging technologies ● Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
2H	Sr Engineer	<ul style="list-style-type: none"> ● Leads or coordinates projects to investigate, adopt and implement new and emerging technologies ● Designs and implements applications of new and emerging technologies ● Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P4	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Specialist (P4)	P3 (Career)
2L	Engineer	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P3	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Career (P3)	P3 (Career)
3H	Department Manager	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010M3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Senior Manager (M3)	M4 (Group Mgr)
3L	Section Manager	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180--Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2H	Project Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EHS Chemical Testing Lab	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS010P5	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Master (P5)	P4 (Specialist)
2L	Sr Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
2L	Sr Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010p4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)
1H	Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
2L	Sr System Analyst	<ul style="list-style-type: none"> Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
2L	Engineer	<ul style="list-style-type: none"> Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3H	Department Manager	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Project Specialist	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2H	Project Specialist	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Sr Specialist	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Sr Specialist	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Specialist	<ul style="list-style-type: none"> Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	ahs010p3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Career (P3)	P2 (Intermediate)
3L	Section Manager	EHS Environmental Resp Team	EH&S Field Services	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180--Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2H	Sr Engineer	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P5	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Master (P5)	P4 (Specialist)
2H	Sr Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2H	Sr Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2L	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
1H	Specialist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Specialist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Specialist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Specialist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Sr Engineer	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2H	Sr Scientist	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2H	Sr Scientist	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Scientist	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)
2L	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)
2L	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)
2L	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)
2L	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020p4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P3 (Career)
2L	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020p4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P3 (Career)
2L	Engineer	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)
4L	Director	EHS Field Services	EH&S Field Services	Benchmark Data Available	AHS000M4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)

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<i>Census File</i>		
Band	Job Title	Description
2L	Scientist	<ul style="list-style-type: none"> Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Scientist	<ul style="list-style-type: none"> Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Scientist	<ul style="list-style-type: none"> Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
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2L	Scientist	<ul style="list-style-type: none"> Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Engineer	<ul style="list-style-type: none"> Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
4L	Director	<ul style="list-style-type: none"> Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180-- Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2H	Manager	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	AHS000P4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	System Analyst	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	AHS000P2	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	AHS000P2	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Intermediate (P2)	P2 (Intermediate)
2H	Manager	EHS Cost Mgmt & Info Mgmt	EH&S Programs	Benchmark Data Available	AHS000M2	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Manager (M2)	M2 (Manager)
2L	Sr System Analyst	EHS Cost Mgmt & Info Mgmt	EH&S Programs	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)
4L	Director	EHS EH&S Programs	EH&S Programs	Benchmark Data Available	AHS000M4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	EHS QA & Risk Management	EH&S Programs	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180-- Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)

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<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Manager	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
1H	System Analyst	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
1H	Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2H	Manager	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr System Analyst	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
4L	Director	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	EHS QA & Risk Management	EH&S Programs	Benchmark Data Available	AHS000P4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	EHS QA & Risk Management	EH&S Programs	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	EHS QA & Risk Management	EH&S Programs	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidiscipline / Career (P3)	P3 (Career)
3L	Section Manager	EHS Air	Environment & Sustainability	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180-- Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2H	Sr Engineer	EHS Air	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)
2H	Sr Scientist	EHS Air	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)
2L	Engineer	EHS Air	Environment & Sustainability	Benchmark Data Available	AHS010p4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)
3L	Section Manager	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180-- Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2H	Sr Scientist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)
2H	Sr Scientist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations • Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Sr Engineer	<ul style="list-style-type: none"> • Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed • Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples • Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance • Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater • Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2H	Sr Scientist	<ul style="list-style-type: none"> • Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed • Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples • Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance • Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater • Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Engineer	<ul style="list-style-type: none"> • Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed • Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples • Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance • Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater • Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Sr Scientist	<ul style="list-style-type: none"> • Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed • Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples • Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance • Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater • Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2H	Sr Scientist	<ul style="list-style-type: none"> • Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed • Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples • Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance • Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater • Maintains detailed records and prepares related reports and studies for submission to regulatory agencies

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Scientist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
2L	Sr Specialist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
2L	Sr Specialist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
1H	Associate Scientist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)
4L	Director	EHS Environmental Affairs	Environment & Sustainability	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS010M4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Group Manager (M4)	M4 (Group Mgr)
2H	Project Specialist	EHS Environmental Affairs	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EHS Environmental Affairs	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)
3L	Section Manager	EHS Water & Natural Resources	Environment & Sustainability	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180-- Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2H	Sr Scientist	EHS Water & Natural Resources	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
2L	Scientist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Associate Scientist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Specialist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
4L	Director	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Sr Scientist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Scientist	EHS Water & Natural Resources	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)
2H	Sr Scientist	EHS Water & Natural Resources	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)
1H	Associate Scientist	EHS Water & Natural Resources	Environment & Sustainability	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	EHS MGP Remediation	Remediation	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180-- Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
3L	Technical Specialist	EHS MGP Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P5	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Master (P5)	P5 (Master)
2H	Sr Engineer	EHS MGP Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2H	Sr Scientist	EHS MGP Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2H	Sr Scientist	EHS MGP Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
2H	Sr Scientist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2H	Sr Scientist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Associate Scientist	<ul style="list-style-type: none"> ● Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed ● Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples ● Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance ● Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater ● Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
3L	Technical Specialist	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2H	Sr Engineer	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2H	Sr Scientist	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2H	Sr Scientist	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Scientist	EHS MGP Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
4L	Director	EHS Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020M4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	EHS Remediation Programs	Remediation	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180-- Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2H	Sr Scientist	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2H	Sr Scientist	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P5	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Master (P5)	P4 (Specialist)
2H	Sr Engineer	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2L	Engineer	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Sr Scientist	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
4L	Director	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Sr Scientist	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2H	Sr Scientist	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2H	Sr Engineer	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2H	Sr Engineer	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Engineer	<ul style="list-style-type: none"> ● Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations ● Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling ● Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation ● Determines which neutralization and/or cleaning agents are used and their methods of application and containment ● Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Associate Engineer A	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P2	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Intermediate (P2)	P2 (Intermediate)
3L	Technical Specialist	EHS Fire Prevention	Safety & Industrial Hygiene	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180-- Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2L	Sr Specialist	EHS Fire Prevention	Safety & Industrial Hygiene	Benchmark Data Available	AHS050P3	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	EHS Fire Prevention	Safety & Industrial Hygiene	Benchmark Data Available	AHS050p4	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Specialist (P4)	P3 (Career)
3L	Section Manager	EHS Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180-- Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2H	Sr Industrial Hygienist	EHS Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	AHS040P4	TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Specialist (P4)	P4 (Specialist)
2H	Sr Industrial Hygienist	EHS Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	AHS040P4	TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Specialist (P4)	P4 (Specialist)
2L	Scientist	EHS Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	AHS040P3	TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Career (P3)	P3 (Career)
2L	Sr Specialist	EHS Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	AHS040P3	TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Career (P3)	P3 (Career)
1H	Specialist	EHS Industrial Hygiene	Safety & Industrial Hygiene	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS040P2	TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Intermediate (P2)	P2 (Intermediate)
2H	Project Specialist	EHS Safety	Safety & Industrial Hygiene	Benchmark Data Available	AHS050P4	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Associate Engineer A	<ul style="list-style-type: none"> Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
3L	Technical Specialist	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts safety audits of buildings, facilities, tools and equipment Determines safety training requirements and provides employees with safety training applicable to their work processes Investigates accidents to determine the root cause, circumstances, and contributing factors Develops recommendations and follow-up to prevent accident recurrence Maintains comprehensive knowledge of government safety regulations
2L	Sr Specialist	<ul style="list-style-type: none"> Conducts safety audits of buildings, facilities, tools and equipment Determines safety training requirements and provides employees with safety training applicable to their work processes Investigates accidents to determine the root cause, circumstances, and contributing factors Develops recommendations and follow-up to prevent accident recurrence Maintains comprehensive knowledge of government safety regulations
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Sr Industrial Hygienist	<ul style="list-style-type: none"> Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment Conducts employee training in environmental compliance and the handling of hazardous materials Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties
2H	Sr Industrial Hygienist	<ul style="list-style-type: none"> Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment Conducts employee training in environmental compliance and the handling of hazardous materials Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties
2L	Scientist	<ul style="list-style-type: none"> Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment Conducts employee training in environmental compliance and the handling of hazardous materials Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties
2L	Sr Specialist	<ul style="list-style-type: none"> Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment Conducts employee training in environmental compliance and the handling of hazardous materials Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties
1H	Specialist	<ul style="list-style-type: none"> Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment Conducts employee training in environmental compliance and the handling of hazardous materials Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties
2H	Project Specialist	<ul style="list-style-type: none"> Conducts safety audits of buildings, facilities, tools and equipment Determines safety training requirements and provides employees with safety training applicable to their work processes Investigates accidents to determine the root cause, circumstances, and contributing factors Develops recommendations and follow-up to prevent accident recurrence Maintains comprehensive knowledge of government safety regulations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	EHS Safety	Safety & Industrial Hygiene	Benchmark Data Available	AHS050P4	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	EHS Safety	Safety & Industrial Hygiene	Benchmark Data Available	AHS050p4	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Specialist (P4)	P3 (Career)
4L	Director	EHS Safety Industrial Hygiene	Safety & Industrial Hygiene	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS040M4	TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Analyst	EHS Safety Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	AHS050p4	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Specialist (P4)	P3 (Career)
4L	Director	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Non-benchmark Job			
3H	Department Manager	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	aft040M3	TW-CDB-GI: Financial Analysis and Tax / AFT040 Corporate/Financial Planning / Senior Manager (M3)	M3 (Section Mgr)
3L	Section Manager	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.107	AH-TCM-GI: Finance / 100--Business Support / Financial/Budget Analysis Manager	M3 (Senior Manager)
3L	Section Manager	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.107	AH-TCM-GI: Finance / 100--Business Support / Financial/Budget Analysis Manager	M3 (Senior Manager)
3L	Section Manager	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.107	AH-TCM-GI: Finance / 100--Business Support / Financial/Budget Analysis Manager	M3 (Senior Manager)
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts safety audits of buildings, facilities, tools and equipment ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Investigates accidents to determine the root cause, circumstances, and contributing factors ● Develops recommendations and follow-up to prevent accident recurrence ● Maintains comprehensive knowledge of government safety regulations
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts safety audits of buildings, facilities, tools and equipment ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Investigates accidents to determine the root cause, circumstances, and contributing factors ● Develops recommendations and follow-up to prevent accident recurrence ● Maintains comprehensive knowledge of government safety regulations
4L	Director	<ul style="list-style-type: none"> ● Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments ● Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence ● Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment ● Conducts employee training in environmental compliance and the handling of hazardous materials ● Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties
2L	Sr Analyst	<ul style="list-style-type: none"> ● Conducts safety audits of buildings, facilities, tools and equipment ● Determines safety training requirements and provides employees with safety training applicable to their work processes ● Investigates accidents to determine the root cause, circumstances, and contributing factors ● Develops recommendations and follow-up to prevent accident recurrence ● Maintains comprehensive knowledge of government safety regulations
4L	Director	
3H	Department Manager	<ul style="list-style-type: none"> ● Supports corporate planning by conducting analyses of competitors, operational effectiveness and capacity utilization ● May research, evaluate and analyze prospective mergers, acquisitions and divestitures
3L	Section Manager	Assists senior leadership in Financial Analysis in the development and preparation of annual operating budgets and periodic financial reports. Analyzes, evaluates, and develops forecasting models and identifies to management potential areas of opportunities and risks. Leads a team of direct reports. Managers in tax, audit, or treasury should be matched to the Tax Manager, Audit Manager or Treasury Manager positions.
3L	Section Manager	Assists senior leadership in Financial Analysis in the development and preparation of annual operating budgets and periodic financial reports. Analyzes, evaluates, and develops forecasting models and identifies to management potential areas of opportunities and risks. Leads a team of direct reports. Managers in tax, audit, or treasury should be matched to the Tax Manager, Audit Manager or Treasury Manager positions.
3L	Section Manager	Assists senior leadership in Financial Analysis in the development and preparation of annual operating budgets and periodic financial reports. Analyzes, evaluates, and develops forecasting models and identifies to management potential areas of opportunities and risks. Leads a team of direct reports. Managers in tax, audit, or treasury should be matched to the Tax Manager, Audit Manager or Treasury Manager positions.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
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2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr System Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
3L	Section Manager	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.107	AH-TCM-GI: Finance / 100--Business Support / Financial/Budget Analysis Manager	M3 (Senior Manager)
2H	Sr Planning Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
1H	Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
3L	Project Manager	BUSINESS FIN Spcl Proj-CECONY	Budgeting & Business Intel	Non-benchmark Job			
2L	Sr Specialist	BUSINESS FIN Spcl Proj-CECONY	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
60	Attorney	Business Finance Office of VP	Business Finance Office of VP	Benchmark Data Available	alg999p1	TW-CDB-GI: Legal / ALG Legal (Total Sample) / Entry (P1)	P2 (Intermediate)
4H	Director - Shared Services	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AFB045M4	TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Group Manager (M4)	M4 (Group Mgr)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr System Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
3L	Section Manager	Assists senior leadership in Financial Analysis in the development and preparation of annual operating budgets and periodic financial reports. Analyzes, evaluates, and develops forecasting models and identifies to management potential areas of opportunities and risks. Leads a team of direct reports. Managers in tax, audit, or treasury should be matched to the Tax Manager, Audit Manager or Treasury Manager positions.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate, Auditor Intermediate, or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate, Auditor Intermediate, or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate, Auditor Intermediate, or Treasury Analyst-Intermediate positions.
3L	Project Manager	
2L	Sr Specialist	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
60	Attorney	Provides legal advice and services on issues concerning the rights, obligations and privileges of the organization. Represents the organization to customers, suppliers, competitors and government agencies. Provides resolution of business or technical issues by identifying legal solutions and recommending a course of action. Examines legal data to determine advisability of defending or prosecuting lawsuits.
4H	Director - Shared Services	<ul style="list-style-type: none"> ● Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability ● Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities ● Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses ● Monitors expense control and reduction and produces periodic progress reports and presentations for management

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3H	Department Manager	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AFB045M4	TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AFB045M3	TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Senior Manager (M3)	0
3L	Section Manager	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AFB045M3	TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AFB045P5	TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Master (P5)	P5 (Master)
2H	Project Specialist	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	afb045p5	TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Master (P5)	P4 (Specialist)
3L	Section Manager	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job			
2H	Sr Planning Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job			
3L	Section Manager	BUSINESS FIN Bronx/Westchester	Cost Management	Non-benchmark Job			

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3H	Department Manager	<ul style="list-style-type: none"> • Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability • Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities • Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses • Monitors expense control and reduction and produces periodic progress reports and presentations for management
3H	Department Manager	<ul style="list-style-type: none"> • Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability • Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities • Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses • Monitors expense control and reduction and produces periodic progress reports and presentations for management
3L	Section Manager	<ul style="list-style-type: none"> • Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability • Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities • Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses • Monitors expense control and reduction and produces periodic progress reports and presentations for management
3L	Section Manager	<ul style="list-style-type: none"> • Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability • Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities • Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses • Monitors expense control and reduction and produces periodic progress reports and presentations for management
2H	Project Specialist	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	<ul style="list-style-type: none"> • Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability • Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities • Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses • Monitors expense control and reduction and produces periodic progress reports and presentations for management
3L	Section Manager	
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	
2L	Sr Analyst	
2L	Sr Analyst	
2L	Sr Analyst	
2L	Sr Analyst	
3L	Section Manager	

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Planning Analyst	BUSINESS FIN Bronx/Westchester	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Bronx/Westchester	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
1H	Analyst	BUSINESS FIN Bronx/Westchester	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Bronx/Westchester	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Bronx/Westchester	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
3L	Section Manager	BUSINESS FIN Brooklyn/Queens	Cost Management	Non-benchmark Job			
2H	Sr Planning Analyst	BUSINESS FIN Brooklyn/Queens	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Brooklyn/Queens	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Brooklyn/Queens	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Brooklyn/Queens	Cost Management	Non-benchmark Job			
1H	Analyst	BUSINESS FIN Brooklyn/Queens	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Brooklyn/Queens	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P2 (Intermediate)
3L	Section Manager	BUSINESS FIN CE Consolidation	Cost Management	Non-benchmark Job			
2H	Sr Planning Analyst	BUSINESS FIN CE Consolidation	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN CE Consolidation	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN CE Consolidation	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN CE Consolidation	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN CE Consolidation	Cost Management	Non-benchmark Job			

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate, Auditor Intermediate, or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate, Auditor Intermediate, or Treasury Analyst-Intermediate positions.
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3L	Section Manager	
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate, Auditor Intermediate, or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
3L	Section Manager	
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2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Analyst	BUSINESS FIN CE Consolidation	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2H	Manager	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583M2	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Manager (M2)	M2 (Manager)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P4	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Specialist (P4)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P4	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Specialist (P4)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P4	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Specialist (P4)	P3 (Career)
2L	Sr Specialist	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
1H	Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P2	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	BUSINESS FIN Customer Ops	Cost Management	Non-benchmark Job			
2H	Sr Financial Analyst	BUSINESS FIN Customer Ops	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2H	Manager	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Specialist	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
1H	Analyst	<ul style="list-style-type: none"> ● Develops and maintains project budgets, forecasts, and cash flows for major construction projects ● Analyzes blueprints and other documentation to prepare estimates and support budget forecasts ● Monitors and analyzes performance of subcontractors on major construction projects ● Prepares project change orders to obtain budget for work ● Sets up cost monitoring and reporting systems and procedures
3L	Section Manager	
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Planning Analyst	BUSINESS FIN Customer Ops	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Customer Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Customer Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
4L	Director	BUSINESS FIN Director Cost Mgt	Cost Management	Non-benchmark Job			
3H	Department Manager	BUSINESS FIN Director Cost Mgt	Cost Management	Non-benchmark Job			
3H	Department Manager	BUSINESS FIN Director Cost Mgt	Cost Management	Non-benchmark Job			
2H	Sr Financial Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Financial Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Non-benchmark Job			
2H	Systems Specialist	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Non-benchmark Job			
1H	Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
2H	Manager	BUSINESS FIN EH&S	Cost Management	Non-benchmark Job			
1H	Analyst	BUSINESS FIN EH&S	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
3L	Section Manager	BUSINESS FIN Gas Operations	Cost Management	Non-benchmark Job			
2H	Manager	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
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4L	Director	
3H	Department Manager	
3H	Department Manager	
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Financial Analyst	
2H	Systems Specialist	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate, Auditor Intermediate, or Treasury Analyst-Intermediate positions.
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2H	Manager	
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate, Auditor Intermediate, or Treasury Analyst-Intermediate positions.
3L	Section Manager	
2H	Manager	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Planning Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Gas Operations	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Gas Operations	Cost Management	Non-benchmark Job			
1H	Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
3L	Section Manager	BUSINESS FIN Manhattan	Cost Management	Non-benchmark Job			
2H	Sr Planning Analyst	BUSINESS FIN Manhattan	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Manhattan	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Manhattan	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Manhattan	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2H	Manager	BUSINESS FIN Staten Island	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Staten Island	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Staten Island	Cost Management	Non-benchmark Job			
1H	Analyst	BUSINESS FIN Staten Island	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
3L	Section Manager	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job			

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
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2L	Sr Analyst	
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1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate, Auditor Intermediate, or Treasury Analyst-Intermediate positions.
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3L	Section Manager	
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2H	Manager	
2L	Sr Analyst	
2L	Sr Analyst	
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate, Auditor Intermediate, or Treasury Analyst-Intermediate positions.
3L	Section Manager	

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Planning Analyst	BUSINESS FIN Steam Operations	Cost Management	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	M2 (Manager)
2H	Project Specialist	BUSINESS FIN Steam Operations	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job			
2H	Manager	BUSINESS FIN Stimulus	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Stimulus	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Stimulus	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
3L	Section Manager	BUSINESS FIN Substation Ops	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Non-benchmark Job			
2L	Sr Specialist	BUSINESS FIN Substation Ops	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
3L	Section Manager	BUSINESS FIN System&Trans Ops	Cost Management	Non-benchmark Job			

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Sr Planning Analyst	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2H	Project Specialist	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	
2L	Sr Analyst	
2L	Sr Analyst	
2L	Sr Analyst	
2H	Manager	
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
3L	Section Manager	
2L	Sr Analyst	
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	
2L	Sr Analyst	
2L	Sr Specialist	
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
3L	Section Manager	

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Analyst	BUSINESS FIN System&Trans Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN System&Trans Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN System&Trans Ops	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN System&Trans Ops	Cost Management	Non-benchmark Job			
3H	Department Manager	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Non-benchmark Job			
3L	Section Manager	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Non-benchmark Job			
3L	Section Manager	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Non-benchmark Job			
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Financial Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Management	Non-benchmark Job			
4L	Assistant Controller	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB010M4	TW-CDB-GI: Accounting / AFB010 General Accounting / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020--Accounting / General Accounting Manager	M3 (Senior Manager)
2L	Accounting Supervisor	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB061M1	TW-CDB-GI: Accounting / AFB061 Accounts Payable / Supervisor (M1)	M1 (Supervisor)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	
2L	Sr Analyst	
3H	Department Manager	
3L	Section Manager	
3L	Section Manager	
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	
4L	Assistant Controller	<ul style="list-style-type: none"> ● Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules ● Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles ● Provides financial support including forecasting, budgeting, and analyzing variations from budget ● Analyzes and prepares statutory accounts and financial statements and reports ● Conducts or assists in the documentation of accounting projects
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2L	Accounting Supervisor	<ul style="list-style-type: none"> ● Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis, and responds to vendor queries ● Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports ● Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to ● May process employee expenses reimbursement requests for payment

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Accountant	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB061P2	TW-CDB-GI: Accounting / AFB061 Accounts Payable / Intermediate (P2)	P2 (Intermediate)
1H	Accountant	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB061P2	TW-CDB-GI: Accounting / AFB061 Accounts Payable / Intermediate (P2)	P2 (Intermediate)
1H	Supervisor	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB061M1	TW-CDB-GI: Accounting / AFB061 Accounts Payable / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB061M1	TW-CDB-GI: Accounting / AFB061 Accounts Payable / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CORP ACCTG Acct Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020--Accounting / General Accounting Manager	M3 (Senior Manager)
2L	Accounting Supervisor	CORP ACCTG Acct Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	AFB060M2	TW-CDB-GI: Accounting / AFB060 Accounts Payable/Receivable / Manager (M2)	P3 (Career)
2L	Staff Accountant	CORP ACCTG Acct Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
1H	Accountant	CORP ACCTG Acct Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	AFB060P2	TW-CDB-GI: Accounting / AFB060 Accounts Payable/Receivable / Intermediate (P2)	P2 (Intermediate)
1H	Accountant	CORP ACCTG Acct Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	AFB060P2	TW-CDB-GI: Accounting / AFB060 Accounts Payable/Receivable / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	afb070m3	TW-CDB-GI: Accounting / AFB070 Payroll / Senior Manager (M3)	M3 (Senior Manager)
2L	Staff Accountant	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	afb070m1	TW-CDB-GI: Accounting / AFB070 Payroll / Supervisor (M1)	M1 (Supervisor)
2L	Staff Accountant	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	AFB070P4	TW-CDB-GI: Accounting / AFB070 Payroll / Specialist (P4)	P3 (Career)
2L	Accounting Supervisor	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	AFB070M2	TW-CDB-GI: Accounting / AFB070 Payroll / Manager (M2)	P3 (Career)
1H	Accountant	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	AFB070P2	TW-CDB-GI: Accounting / AFB070 Payroll / Intermediate (P2)	P2 (Intermediate)
1H	Accountant	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	AFB070P2	TW-CDB-GI: Accounting / AFB070 Payroll / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Accountant	<ul style="list-style-type: none"> Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis, and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment
1H	Accountant	<ul style="list-style-type: none"> Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis, and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment
1H	Supervisor	<ul style="list-style-type: none"> Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis, and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment
1H	Supervisor	<ul style="list-style-type: none"> Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis, and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2L	Accounting Supervisor	<ul style="list-style-type: none"> Prepares, records, verifies, analyzes and reports accounts payable/receivable transactions Pays vendor invoices, and receives and posts customer payments on a timely basis Maintains and reconciles accounts payable/receivable ledger accounts, financial statements and reports Prepares analyses and reconciliations of bill runs to detect fraud Ensures that transaction entry verification procedures are followed May prepare and deliver low-volume customer billing and respond to resulting queries
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
1H	Accountant	<ul style="list-style-type: none"> Prepares, records, verifies, analyzes and reports accounts payable/receivable transactions Pays vendor invoices, and receives and posts customer payments on a timely basis Maintains and reconciles accounts payable/receivable ledger accounts, financial statements and reports Prepares analyses and reconciliations of bill runs to detect fraud Ensures that transaction entry verification procedures are followed May prepare and deliver low-volume customer billing and respond to resulting queries
1H	Accountant	<ul style="list-style-type: none"> Prepares, records, verifies, analyzes and reports accounts payable/receivable transactions Pays vendor invoices, and receives and posts customer payments on a timely basis Maintains and reconciles accounts payable/receivable ledger accounts, financial statements and reports Prepares analyses and reconciliations of bill runs to detect fraud Ensures that transaction entry verification procedures are followed May prepare and deliver low-volume customer billing and respond to resulting queries
3L	Section Manager	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements
2L	Staff Accountant	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements
2L	Staff Accountant	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements
2L	Accounting Supervisor	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements
1H	Accountant	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements
1H	Accountant	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	AFB070M1	TW-CDB-GI: Accounting / AFB070 Payroll / Supervisor (M1)	M1 (Supervisor)
3H	Department Manager	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	AFB010M3	TW-CDB-GI: Accounting / AFB010 General Accounting / Senior Manager (M3)	M3 (Section Mgr)
3L	Section Manager	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020--Accounting / General Accounting Manager	M3 (Senior Manager)
2H	Sr Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	P4 (Specialist)
2L	Staff Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
1H	Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.104	AH-TCM-GI: Finance / 020--Accounting / Accountant-Intermediate	P2 (Intermediate)
4L	Director	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	AFB010M4	TW-CDB-GI: Accounting / AFB010 General Accounting / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	AFB010M3	TW-CDB-GI: Accounting / AFB010 General Accounting / Senior Manager (M3)	0
3H	Department Manager	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	AFB010M3	TW-CDB-GI: Accounting / AFB010 General Accounting / Senior Manager (M3)	M3 (Section Mgr)
3L	Section Manager	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020--Accounting / General Accounting Manager	M3 (Senior Manager)
2H	Project Specialist	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Non-benchmark Job			
2H	Sr Planning Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements
3H	Department Manager	<ul style="list-style-type: none"> Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports Conducts or assists in the documentation of accounting projects
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
1H	Accountant	Reconciles and adjusts various general ledger accounts and/or bank statements. May perform moderately complex analysis of performance results. Compiles, consolidates, and analyzes accounting and finance information for the production of financial statements and reports. Experienced employee working independently with 3 to 5 years of experience.
4L	Director	<ul style="list-style-type: none"> Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports Conducts or assists in the documentation of accounting projects
3H	Department Manager	<ul style="list-style-type: none"> Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports Conducts or assists in the documentation of accounting projects
3H	Department Manager	<ul style="list-style-type: none"> Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports Conducts or assists in the documentation of accounting projects
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2H	Project Specialist	
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Planning Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020--Accounting / General Accounting Manager	M2 (Manager)
2L	Sr Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Specialist	CORP ACCTG SupplyChain Support	Corp Acctg Fin & Supply Chain	Non-benchmark Job			
3L	Project Manager	CORP ACCTG User Provisioning	Corp Acctg Fin & Supply Chain	Non-benchmark Job			
2L	Sr System Analyst	CORP ACCTG User Provisioning	Corp Acctg Fin & Supply Chain	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020--Applications / Business Analyst-Senior	P3 (Career)
3H	Department Manager	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	AFB010M3	TW-CDB-GI: Accounting / AFB010 General Accounting / Senior Manager (M3)	M3 (Section Mgr)
2H	Sr Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	M2 (Manager)
2H	Sr Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	M2 (Manager)
2L	Staff Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Specialist	
3L	Project Manager	
2L	Sr System Analyst	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more than 5 years of experience.
3H	Department Manager	<ul style="list-style-type: none"> ● Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules ● Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles ● Provides financial support including forecasting, budgeting, and analyzing variations from budget ● Analyzes and prepares statutory accounts and financial statements and reports ● Conducts or assists in the documentation of accounting projects
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Staff Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
1H	Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.104	AH-TCM-GI: Finance / 020--Accounting / Accountant-Intermediate	P2 (Intermediate)
1H	Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.104	AH-TCM-GI: Finance / 020--Accounting / Accountant-Intermediate	P2 (Intermediate)
3L	Section Manager	CORP ACCTG Cmmnty & Drv Acctng	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.397	AH-TCM-GI: Finance / 020--Accounting / Financial Reporting Manager	M3 (Senior Manager)
2H	Sr Planning Analyst	CORP ACCTG Cmmnty & Drv Acctng	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Cmmnty & Drv Acctng	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P4 (Specialist)
2L	Accounting Supervisor	CORP ACCTG Cmmnty & Drv Acctng	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	P3 (Career)
3H	Department Manager	CORP ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Insufficient Benchmark Data (Less than 5 comparator matches)	afb020m4	TW-CDB-GI: Accounting / AFB020 Financial Reporting / Group Manager (M4)	M4 (Group Mgr)
2H	Sr Accountant	CORP ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P4 (Specialist)
2L	Staff Accountant	CORP ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
4L	Assistant Controller	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	AFB010M4	TW-CDB-GI: Accounting / AFB010 General Accounting / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	AFB010M3	TW-CDB-GI: Accounting / AFB010 General Accounting / Senior Manager (M3)	M3 (Section Mgr)
2H	Sr Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	M2 (Manager)
2H	Sr Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	M2 (Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
1H	Accountant	Reconciles and adjusts various general ledger accounts and/or bank statements. May perform moderately complex analysis of performance results. Compiles, consolidates, and analyzes accounting and finance information for the production of financial statements and reports. Experienced employee working independently with 3 to 5 years of experience.
1H	Accountant	Reconciles and adjusts various general ledger accounts and/or bank statements. May perform moderately complex analysis of performance results. Compiles, consolidates, and analyzes accounting and finance information for the production of financial statements and reports. Experienced employee working independently with 3 to 5 years of experience.
3L	Section Manager	Manages major aspects of the corporation's internal and external financial reporting process. Prepares financial statements for review by Financial Reporting Head, maintaining all supporting documentation. Assists with external review/audit process and Sarbanes-Oxley compliance procedures. May manage professional staff.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Accounting Supervisor	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
3H	Department Manager	<ul style="list-style-type: none"> ● Prepares and distributes periodic financial statements for users other than those directly employed by the organization ● Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies ● Prepares consolidation journal entries, eliminates intercompany transactions, and consolidated divisional and subsidiary financial accounts on a timely and accurate basis for inclusion in internal and external financial statements
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
4L	Assistant Controller	<ul style="list-style-type: none"> ● Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules ● Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles ● Provides financial support including forecasting, budgeting, and analyzing variations from budget ● Analyzes and prepares statutory accounts and financial statements and reports ● Conducts or assists in the documentation of accounting projects
3H	Department Manager	<ul style="list-style-type: none"> ● Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules ● Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles ● Provides financial support including forecasting, budgeting, and analyzing variations from budget ● Analyzes and prepares statutory accounts and financial statements and reports ● Conducts or assists in the documentation of accounting projects
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	M2 (Manager)
2H	Sr Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	M2 (Manager)
2L	Staff Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020--Accounting / Accountant-Senior	P3 (Career)
1H	Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.104	AH-TCM-GI: Finance / 020--Accounting / Accountant-Intermediate	P2 (Intermediate)
3L	Section Manager	CORP ACCTG Accounts Receivable	Cost & Project Accounting	Benchmark Data Available	FIN.060.093	AH-TCM-GI: Finance / 060--Accounts Receivable / Accounts Receivable Manager	M3 (Senior Manager)
2L	Accounting Supervisor	CORP ACCTG Accounts Receivable	Cost & Project Accounting	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	P3 (Career)
1H	Accountant	CORP ACCTG Accounts Receivable	Cost & Project Accounting	Benchmark Data Available	FIN.020.084	AH-TCM-GI: Finance / 020--Accounting / Cost Accountant-Intermediate	P2 (Intermediate)
3L	Section Manager	CORP ACCTG Cost Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020--Accounting / General Accounting Manager	M3 (Senior Manager)
2H	Sr Accountant	CORP ACCTG Cost Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.083	AH-TCM-GI: Finance / 020--Accounting / Cost Accountant-Senior	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Cost Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	M2 (Manager)
2L	Staff Accountant	CORP ACCTG Cost Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.084	AH-TCM-GI: Finance / 020--Accounting / Cost Accountant-Intermediate	P3 (Career)
2L	Staff Accountant	CORP ACCTG Cost Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.084	AH-TCM-GI: Finance / 020--Accounting / Cost Accountant-Intermediate	P3 (Career)
1H	Accountant	CORP ACCTG Cost Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.084	AH-TCM-GI: Finance / 020--Accounting / Cost Accountant-Intermediate	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
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2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
1H	Accountant	Reconciles and adjusts various general ledger accounts and/or bank statements. May perform moderately complex analysis of performance results. Compiles, consolidates, and analyzes accounting and finance information for the production of financial statements and reports. Experienced employee working independently with 3 to 5 years of experience.
3L	Section Manager	Responsible for planning, scheduling, and directing the work of the accounts receivable unit within the established accounting policies of the organization. Monitors the collection process and negotiations with past due accounts. Provides information on receivables, receipts, and account balances.
2L	Accounting Supervisor	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
1H	Accountant	Responsible for developing and conducting moderately complex cost audits to support management in making operating decisions. Role typically requires between 3 and 5 years of experience.
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2H	Sr Accountant	Responsible for leading the most complex cost audits. This level requires broad knowledge of cost control systems and related cost accounting functions and includes the preparation of strategic recommendations to management. May guide less experienced Cost Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2L	Staff Accountant	Responsible for developing and conducting moderately complex cost audits to support management in making operating decisions. Role typically requires between 3 and 5 years of experience.
2L	Staff Accountant	Responsible for developing and conducting moderately complex cost audits to support management in making operating decisions. Role typically requires between 3 and 5 years of experience.
1H	Accountant	Responsible for developing and conducting moderately complex cost audits to support management in making operating decisions. Role typically requires between 3 and 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
4L	Assistant Controller	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	AFB010M4	TW-CDB-GI: Accounting / AFB010 General Accounting / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020--Accounting / General Accounting Manager	M3 (Senior Manager)
2H	Sr Planning Analyst	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	M2 (Manager)
2H	Sr Planning Analyst	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	P3 (Career)
2L	Accounting Supervisor	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	P3 (Career)
3L	Section Manager	CORP ACCTG Property Record	Cost & Project Accounting	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020--Accounting / General Accounting Manager	P5 (Master)
2L	Accounting Supervisor	CORP ACCTG Property Record	Cost & Project Accounting	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	M1 (Supervisor)
2L	Sr Analyst	CORP ACCTG Property Record	Cost & Project Accounting	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Senior	M1 (Supervisor)
1H	Supervisor	CORP ACCTG Property Record	Cost & Project Accounting	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020--Accounting / General Accounting Supervisor	P2 (Intermediate)
1H	Analyst	CORP ACCTG Property Record	Cost & Project Accounting	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Intermediate	P2 (Intermediate)
4L	Director	FINANCE Off of SVP CFO Finance	Off Sr V P & CFO Finance	Non-benchmark Job			
2H	Sr Financial Analyst	FINANCE Off of SVP CFO Finance	Off Sr V P & CFO Finance	Benchmark Data Available	aca090p4	TW-CDB-GI: Corporate Affairs/Communications / ACA090 Investor Relations / Specialist (P4)	P4 (Specialist)
4L	Director	FINANCE SOX/Ent Risk Mgmt	Off Sr V P & CFO Finance	Non-benchmark Job			
2H	Sr Accountant	FINANCE SOX/Ent Risk Mgmt	Off Sr V P & CFO Finance	Non-benchmark Job			
2H	Project Specialist	FINANCE SOX/Ent Risk Mgmt	Off Sr V P & CFO Finance	Non-benchmark Job			
4L	Director	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090M4	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Group Manager (M4)	M4 (Group Mgr)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
4L	Assistant Controller	<ul style="list-style-type: none"> Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports Conducts or assists in the documentation of accounting projects
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Accounting Supervisor	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2L	Accounting Supervisor	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
1H	Supervisor	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate, Auditor Intermediate, or Treasury Analyst-Intermediate positions.
4L	Director	
2H	Sr Financial Analyst	<ul style="list-style-type: none"> Maintains and improves relations and communications between the organization and the investing public, shareholders and financial professionals to enhance the standing of the organization's stock and debt Develops, maintains and enhances working relationships with institutions in the financial community that hold, or may hold, the organization's stock or debt Monitors changes and trends in investment markets and determines appropriate strategy
4L	Director	
2H	Sr Accountant	
2H	Project Specialist	
4L	Director	<ul style="list-style-type: none"> Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3H	Department Manager	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090M3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Senior Manager (M3)	M3 (Section Mgr)
3H	Department Manager	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090M3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Senior Manager (M3)	M3 (Section Mgr)
3H	Department Manager	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090M3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Senior Manager (M3)	M3 (Section Mgr)
3H	Department Manager	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090M3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Senior Manager (M3)	M3 (Section Mgr)
3H	Department Manager	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090M3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Senior Manager (M3)	M3 (Section Mgr)
3L	Project Manager	RATE ENG Rate Engineering	Rate Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AFT090P5	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Master (P5)	P5 (Master)
3L	Section Manager	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090M3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Manager	RATE ENG Rate Engineering	Rate Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AFT090P5	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Master (P5)	P5 (Master)
3L	Section Manager	RATE ENG Rate Engineering	Rate Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AFT090P5	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Master (P5)	P5 (Master)
3L	Technical Specialist	RATE ENG Rate Engineering	Rate Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AFT090P5	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Master (P5)	P5 (Master)
2H	Sr Rate Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P4	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Specialist (P4)	P4 (Specialist)
2H	Sr Rate Analyst	RATE ENG Rate Engineering	Rate Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AFT090P5	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Master (P5)	P4 (Specialist)
2H	Sr Rate Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P4	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Specialist (P4)	P4 (Specialist)
2H	Sr Rate Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P4	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Specialist (P4)	P4 (Specialist)
2H	Sr Rate Analyst	RATE ENG Rate Engineering	Rate Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AFT090P5	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Master (P5)	P4 (Specialist)
2H	Sr Rate Analyst	RATE ENG Rate Engineering	Rate Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AFT090P5	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Master (P5)	P4 (Specialist)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
1H	Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P2	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P2	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090p3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P2 (Intermediate)
1H	Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P2	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Intermediate (P2)	P2 (Intermediate)
1L	Associate Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P1	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Entry (P1)	P1 (Entry)
1L	Associate Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P1	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Entry (P1)	P1 (Entry)
4H	Director Corporate Planning	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010M4	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Group Manager (M4)	M4 (Group Mgr)
4H	Director Corporate Planning	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010M4	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Group Manager (M4)	M4 (Group Mgr)
4L	Director	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010M4	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Group Manager (M4)	M4 (Group Mgr)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Analyst	<ul style="list-style-type: none"> Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
2L	Sr Analyst	<ul style="list-style-type: none"> Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
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1H	Analyst	<ul style="list-style-type: none"> Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
1H	Analyst	<ul style="list-style-type: none"> Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
1H	Analyst	<ul style="list-style-type: none"> Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
1H	Analyst	<ul style="list-style-type: none"> Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
1L	Associate Analyst	<ul style="list-style-type: none"> Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
1L	Associate Analyst	<ul style="list-style-type: none"> Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
4H	Director Corporate Planning	<ul style="list-style-type: none"> Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
4H	Director Corporate Planning	<ul style="list-style-type: none"> Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
4L	Director	<ul style="list-style-type: none"> Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3H	Department Manager	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010M3	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Senior Manager (M3)	M3 (Section Mgr)
2L	Sr Analyst	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010P3	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Career (P3)	P3 (Career)
2L	Sr Analyst	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010P3	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Career (P3)	P3 (Career)
2L	Sr Analyst	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010P3	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Career (P3)	P3 (Career)
4L	Director	TAX Tax	Tax Department	Benchmark Data Available	aft050M4	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Group Manager (M4)	M4 (Group Mgr)
65	Tax Director	TAX Tax	Tax Department	Insufficient Benchmark Data (Less than 5 comparator matches)	alg080P5	TW-CDB-GI: Legal / ALG080 Tax Law / Master (P5)	P5 (Master)
3H	Department Manager	TAX Tax	Tax Department	Benchmark Data Available	aft050M3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Senior Manager (M3)	P5 (Master)
3H	Department Manager	TAX Tax	Tax Department	Benchmark Data Available	aft050M3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Senior Manager (M3)	M4 (Group Mgr)
3H	Department Manager	TAX Tax	Tax Department	Benchmark Data Available	aft050M3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Senior Manager (M3)	M4 (Group Mgr)
3L	Section Manager	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.474	AH-TCM-GI: Finance / 280--Tax / Senior Manager Tax	M3 (Senior Manager)
3L	Section Manager	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.474	AH-TCM-GI: Finance / 280--Tax / Senior Manager Tax	M3 (Senior Manager)
3L	Section Manager	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.474	AH-TCM-GI: Finance / 280--Tax / Senior Manager Tax	M3 (Senior Manager)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2H	Sr Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.069	AH-TCM-GI: Finance / 280--Tax / Tax Accountant-Senior	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3H	Department Manager	<ul style="list-style-type: none"> Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
2L	Sr Analyst	<ul style="list-style-type: none"> Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
2L	Sr Analyst	<ul style="list-style-type: none"> Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
2L	Sr Analyst	<ul style="list-style-type: none"> Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
4L	Director	<ul style="list-style-type: none"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
65	Tax Director	<ul style="list-style-type: none"> Provides legal advice and represents the organization with relevant taxation agencies Monitors potential impact of tax legislation and formulates tax savings plans to alleviate or reduce an increased tax burden Prepares opinions on tax liability resulting from past or future operations
3H	Department Manager	<ul style="list-style-type: none"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
3H	Department Manager	<ul style="list-style-type: none"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
3H	Department Manager	<ul style="list-style-type: none"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
3L	Section Manager	Responsibilities include federal and state income tax compliance, projections and planning including research related work, assist in M&A due diligence and related work, assist in the development, training, and mentoring of first-line managers. Multiple incumbents can be matched to this benchmark position at the same business unit.
3L	Section Manager	Responsibilities include federal and state income tax compliance, projections and planning including research related work, assist in M&A due diligence and related work, assist in the development, training, and mentoring of first-line managers. Multiple incumbents can be matched to this benchmark position at the same business unit.
3L	Section Manager	Responsibilities include federal and state income tax compliance, projections and planning including research related work, assist in M&A due diligence and related work, assist in the development, training, and mentoring of first-line managers. Multiple incumbents can be matched to this benchmark position at the same business unit.
2H	Sr Tax Accountant	<ul style="list-style-type: none"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2H	Sr Tax Accountant	<ul style="list-style-type: none"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2H	Sr Accountant	<ul style="list-style-type: none"> Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2H	Sr Tax Accountant	Responsible for the most complex projects related to preparation of one or all of the following: federal, state, or local tax returns. Analyzes and summarizes tax information, and prepares reports of recommendations. Provides guidance to less-experienced Tax Accountants. Role typically requires more than 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.069	AH-TCM-GI: Finance / 280--Tax / Tax Accountant-Senior	P4 (Specialist)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.069	AH-TCM-GI: Finance / 280--Tax / Tax Accountant-Senior	P4 (Specialist)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2L	Accounting Supervisor	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M1 (Supervisor)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career (P3)	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career (P3)	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career (P3)	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career (P3)	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050p4	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Specialist (P4)	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career (P3)	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career (P3)	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career (P3)	P3 (Career)
1H	Analyst	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.070	AH-TCM-GI: Finance / 280--Tax / Tax Accountant-Intermediate	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Sr Tax Accountant	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
2H	Sr Tax Accountant	Responsible for the most complex projects related to preparation of one or all of the following: federal, state, or local tax returns. Analyzes and summarizes tax information, and prepares reports of recommendations. Provides guidance to less-experienced Tax Accountants. Role typically requires more than 5 years of experience.
2H	Sr Tax Accountant	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
2H	Sr Tax Accountant	Responsible for the most complex projects related to preparation of one or all of the following: federal, state, or local tax returns. Analyzes and summarizes tax information, and prepares reports of recommendations. Provides guidance to less-experienced Tax Accountants. Role typically requires more than 5 years of experience.
2H	Sr Tax Accountant	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Accounting Supervisor	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	<ul style="list-style-type: none"> ● Prepares and maintains tax records, returns, reports and other related materials ● Participates in the development and implementation of tax strategy ● Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations ● Recommends alternative tax treatments to alleviate or reduce tax burden
1H	Analyst	Responsible for moderately complex projects related to application of tax laws and to preparation of one or all of the following: federal, state, or local tax returns. Maintains complete and accurate tax records, prepares reports, and provides recommendations. Role typically requires between 3 and 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.070	AH-TCM-GI: Finance / 280--Tax / Tax Accountant-Intermediate	P2 (Intermediate)
1H	Analyst	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.070	AH-TCM-GI: Finance / 280--Tax / Tax Accountant-Intermediate	P2 (Intermediate)
1H	Accountant	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.070	AH-TCM-GI: Finance / 280--Tax / Tax Accountant-Intermediate	P2 (Intermediate)
1H	Analyst	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.070	AH-TCM-GI: Finance / 280--Tax / Tax Accountant-Intermediate	P2 (Intermediate)
4L	Director	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	FIN.300.154	AH-TCM-GI: Finance / 300--Treasury / Assistant Treasurer Corporate	M4 (Group Mgr)
3L	Project Manager	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300--Treasury / Treasury Manager	P5 (Master)
3L	Project Manager	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300--Treasury / Treasury Manager	P5 (Master)
2H	Sr Financial Analyst	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Financial Analyst	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	TREASURY Corporate Finance	Corporate Finance	Non-benchmark Job			
2L	Sr Analyst	TREASURY Corporate Finance	Corporate Finance	Non-benchmark Job			
4L	Director	TREASURY Pension Management	Pension Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aft012m4	TW-CDB-GI: Financial Analysis and Tax / AFT012 Pension Trust Investments / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	TREASURY Pension Management	Pension Management	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300--Treasury / Treasury Manager	M3 (Senior Manager)
2H	Sr Financial Analyst	TREASURY Pension Management	Pension Management	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300--Treasury / Treasury Manager	M2 (Manager)
2H	Sr Financial Analyst	TREASURY Pension Management	Pension Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Financial Analyst	TREASURY Pension Management	Pension Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
1H	Analyst	TREASURY Pension Management	Pension Management	Benchmark Data Available	FIN.300.588	AH-TCM-GI: Finance / 300--Treasury / Treasury Analyst-Intermediate	P2 (Intermediate)
2H	Sr Real Estate Rep	TREASURY Real Estate	Real Estate	Non-benchmark Job			
2H	Sr Real Estate Rep	TREASURY Real Estate	Real Estate	Non-benchmark Job			
2L	Sr Analyst	TREASURY Real Estate	Real Estate	Non-benchmark Job			
2L	Sr Analyst	TREASURY Real Estate	Real Estate	Non-benchmark Job			
4L	Director	TREASURY Engy Rsk Mgmt Util	Risk Management	Benchmark Data Available	FIN.300.154	AH-TCM-GI: Finance / 300--Treasury / Assistant Treasurer Corporate	M4 (Group Mgr)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Tax Accountant	Responsible for moderately complex projects related to application of tax laws and to preparation of one or all of the following: federal, state, or local tax returns. Maintains complete and accurate tax records, prepares reports, and provides recommendations. Role typically requires between 3 and 5 years of experience.
1H	Analyst	Responsible for moderately complex projects related to application of tax laws and to preparation of one or all of the following: federal, state, or local tax returns. Maintains complete and accurate tax records, prepares reports, and provides recommendations. Role typically requires between 3 and 5 years of experience.
1H	Accountant	Responsible for moderately complex projects related to application of tax laws and to preparation of one or all of the following: federal, state, or local tax returns. Maintains complete and accurate tax records, prepares reports, and provides recommendations. Role typically requires between 3 and 5 years of experience.
1H	Analyst	Responsible for moderately complex projects related to application of tax laws and to preparation of one or all of the following: federal, state, or local tax returns. Maintains complete and accurate tax records, prepares reports, and provides recommendations. Role typically requires between 3 and 5 years of experience.
4L	Director	Responsible for two or more treasury functions such as cash management, asset accounting, day-to-day relationships with financial institutions, lines of credit, and investment management. Multiple incumbents can be matched to this benchmark position at the same business unit.
3L	Project Manager	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
3L	Project Manager	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	
2L	Sr Analyst	
4L	Director	<ul style="list-style-type: none"> ● Manages and analyzes pension trust funds for the organization (e.g., qualified and non-qualified pension plans, 401(k) funds) in collaboration with legal, actuarial, accounting and investment professionals ● Conducts research (e.g., asset/liability and asset allocation studies) ● Recommends and implements investment strategies ● Analyzes and reports on investment results
3L	Section Manager	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
2H	Sr Financial Analyst	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
1H	Analyst	Responsible for moderately complex treasury-related analyses for department management. Role typically requires between 3 and 5 years of experience.
2H	Sr Real Estate Rep	
2H	Sr Real Estate Rep	
2L	Sr Analyst	
2L	Sr Analyst	
4L	Director	Responsible for two or more treasury functions such as cash management, asset accounting, day-to-day relationships with financial institutions, lines of credit, and investment management. Multiple incumbents can be matched to this benchmark position at the same business unit.

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Project Manager	TREASURY Engy Rsk Mgmt Util	Risk Management	Benchmark Data Available	FIN.260.096	AH-TCM-GI: Finance / 260--Risk Management / Risk Management Manager	P5 (Master)
2L	Sr Analyst	TREASURY Engy Rsk Mgmt Util	Risk Management	Benchmark Data Available	afy000p3	TW-CDB-GI: Risk Management / AFY000 Risk Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	TREASURY Engy Rsk Mgmt Util	Risk Management	Benchmark Data Available	afy000p3	TW-CDB-GI: Risk Management / AFY000 Risk Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	TREASURY Engy Rsk Mgmt Util	Risk Management	Benchmark Data Available	afy000p3	TW-CDB-GI: Risk Management / AFY000 Risk Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Analyst	TREASURY Engy Rsk Mgmt Util	Risk Management	Benchmark Data Available	afy000p3	TW-CDB-GI: Risk Management / AFY000 Risk Management Generalist/Multidiscipline / Career (P3)	P3 (Career)
3H	Department Manager	TREASURY Insurance	Risk Management	Benchmark Data Available	AFT030M3	TW-CDB-GI: Financial Analysis and Tax / AFT030 Treasury Operations / Senior Manager (M3)	M4 (Group Mgr)
2H	Manager	TREASURY Insurance	Risk Management	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300--Treasury / Treasury Manager	M2 (Manager)
2H	Sr Financial Analyst	TREASURY Insurance	Risk Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	Sr Analyst	TREASURY Insurance	Risk Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P3 (Career)
4L	Director	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.300.154	AH-TCM-GI: Finance / 300--Treasury / Assistant Treasurer Corporate	M4 (Group Mgr)
3L	Project Manager	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300--Treasury / Treasury Manager	P5 (Master)
2H	Sr Financial Analyst	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Systems Specialist	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2H	Sr Financial Analyst	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P4 (Specialist)
2L	General Supervisor	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100--Business Support / Financial Analyst-Advanced Senior	P3 (Career)
3L	Section Manager	GAS OPS Bronx Capital Const	Bgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Project Manager	Responsible for the development and administration of risk management programs to maximize protection of the organization's assets. Coordinates the investigation and follow-up of incidents involving products/services with insurance companies and attorneys. Reviews data and recommends risk minimization programs.
2L	Sr Analyst	<ul style="list-style-type: none"> Identifies and analyzes potential sources of loss to minimize risk Estimates the potential financial consequences of an occurring loss Develops and implements controls and cost-effective approaches to minimize the organization's risks Assesses and communicates information regarding business risks with functions across the organization
2L	Sr Analyst	<ul style="list-style-type: none"> Identifies and analyzes potential sources of loss to minimize risk Estimates the potential financial consequences of an occurring loss Develops and implements controls and cost-effective approaches to minimize the organization's risks Assesses and communicates information regarding business risks with functions across the organization
2L	Sr Analyst	<ul style="list-style-type: none"> Identifies and analyzes potential sources of loss to minimize risk Estimates the potential financial consequences of an occurring loss Develops and implements controls and cost-effective approaches to minimize the organization's risks Assesses and communicates information regarding business risks with functions across the organization
2L	Sr Analyst	<ul style="list-style-type: none"> Identifies and analyzes potential sources of loss to minimize risk Estimates the potential financial consequences of an occurring loss Develops and implements controls and cost-effective approaches to minimize the organization's risks Assesses and communicates information regarding business risks with functions across the organization
3H	Department Manager	<ul style="list-style-type: none"> Performs treasury operations involving cash funds, foreign exchange, debt and capital management Provides analytical and technical support to treasury-related activities
2H	Manager	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
4L	Director	Responsible for two or more treasury functions such as cash management, asset accounting, day-to-day relationships with financial institutions, lines of credit, and investment management. Multiple incumbents can be matched to this benchmark position at the same business unit.
3L	Project Manager	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Systems Specialist	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	General Supervisor	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Field Operations Planner	GAS OPS Bronx Capital Const	Bgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS OPS Bronx Capital Const	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx Capital Const	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx Capital Const	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx Capital Const	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx Capital Const	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx Capital Const	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS OPS Bronx Const Districts	Bgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Bronx Const Districts	Bgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2L	Field Operations Planner	GAS OPS Bronx Emerg Response	Bgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
3L	Section Manager	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd050p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2H	Manager	GAS OPS BGO Operations Support	Bronx Gas Operations	Benchmark Data Available	ENG-EDD040M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Manager (M2)	P4 (Specialist)
4L	General Manager	GAS OPS Bronx GM & Staff	Bronx Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	GAS OPS Control Center	Gas Emergency Response Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2H	Manager	<ul style="list-style-type: none"> Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
4L	General Manager	<ul style="list-style-type: none"> Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
3H	Department Manager	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG-EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	M2 (Manager)
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG-EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG-EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG-EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG-EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG-EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG-EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG-EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)
2L	Field Operations Planner	GAS OPS Control Center	Gas Emergency Response Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	GAS OPS Control Center	Gas Emergency Response Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P2 (Intermediate)

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4L	General Manager	GAS OPS Manh GM & Staff	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Group Manager (M4)	M4 (Group Mgr)
1H	Supervisor	GAS OPS Manh GM & Staff	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	GAS OPS Manh GM & Staff	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Supervisor (M1)	P2 (Intermediate)
2H	Manager	GAS OPS Manh Ops Support	Manhattan Gas Operations	Benchmark Data Available	ENG-EDD040M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Manager (M2)	M2 (Manager)
1H	Analyst	GAS OPS Manh Ops Support	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Intermediate (P2)	P2 (Intermediate)
1H	Supervisor	GAS OPS Manh Ops Support	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Supervisor (M1)	P2 (Intermediate)
1H	Analyst	GAS OPS Manh Ops Support	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Career (P3)	P2 (Intermediate)
3L	Section Manager	GAS OPS Manh New Business	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Manh New Business	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	GAS OPS Manh New Business	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh New Business	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
4L	General Manager	<ul style="list-style-type: none"> Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
1H	Supervisor	<ul style="list-style-type: none"> Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
1H	Supervisor	<ul style="list-style-type: none"> Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
2H	Manager	<ul style="list-style-type: none"> Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
1H	Analyst	<ul style="list-style-type: none"> Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
1H	Supervisor	<ul style="list-style-type: none"> Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
1H	Analyst	<ul style="list-style-type: none"> Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Manh New Business	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	GAS OPS Manh New Business	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	GAS OPS Manh New Business	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS OPS Manh North	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Manh North	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	GAS OPS Manh North	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	GAS OPS Manh North	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh North	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh North	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS OPS Manh South	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Field Operations Planner	GAS OPS Manh South	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS OPS Manh South	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	GAS OPS Manh South	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh South	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh South	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh South	Mgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2L	Field Operations Planner	GAS OPS Distr Svcs Inspection	Mgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS OPS Distr Svcs Inspection	Mgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Distr Svcs Inspection	Mgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG-EDD070M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD070 Distribution Meter Services Generalist/Multidiscipline / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2L	Field Operations Planner	GAS OPS Manh GDS Meter Ops	Mgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD070P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD070 Distribution Meter Services Generalist/Multidiscipline / Career (P3)	P3 (Career)
1H	Operating Supervisor	GAS OPS Manh GDS Meter Ops	Mgo Distribution Services	Benchmark Data Available	ENG-EDD070M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD070 Distribution Meter Services Generalist/Multidiscipline / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Takes responsibility for customer metering activities including testing, repairs and maintaining stocks of metering equipment and meter testing equipment • Installs, removes, field tests and maintains customer electric and/or gas meters in accordance with regulatory standards and organization's guidelines • Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	<ul style="list-style-type: none"> • Takes responsibility for customer metering activities including testing, repairs and maintaining stocks of metering equipment and meter testing equipment • Installs, removes, field tests and maintains customer electric and/or gas meters in accordance with regulatory standards and organization's guidelines • Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	<ul style="list-style-type: none"> • Takes responsibility for customer metering activities including testing, repairs and maintaining stocks of metering equipment and meter testing equipment • Installs, removes, field tests and maintains customer electric and/or gas meters in accordance with regulatory standards and organization's guidelines • Develops, implements and maintains effective metering asset performance programs

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	GAS OPS Gas Work Management	Off Of VP Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	GAS OPS Gas Work Management	Off Of VP Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Specialist (P4)	P4 (Specialist)
2H	Manager	GAS OPS Gas Work Management	Off Of VP Gas Operations	Benchmark Data Available	ENG-EDD040M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Manager (M2)	P4 (Specialist)
2L	Field Operations Planner	GAS OPS Gas Work Management	Off Of VP Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Career (P3)	P3 (Career)
2L	Engineer	GAS OPS Gas Work Management	Off Of VP Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Career (P3)	P3 (Career)
3L	Section Manager	GAS OPS Queens Capital Const	Qgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Queens Capital Const	Qgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	GAS OPS Queens Capital Const	Qgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens Capital Const	Qgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens Capital Const	Qgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> ● Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply ● Monitors telemetric instruments to determine gas pressure, volume and consumption ● Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
2H	Project Specialist	<ul style="list-style-type: none"> ● Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply ● Monitors telemetric instruments to determine gas pressure, volume and consumption ● Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
2H	Manager	<ul style="list-style-type: none"> ● Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply ● Monitors telemetric instruments to determine gas pressure, volume and consumption ● Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply ● Monitors telemetric instruments to determine gas pressure, volume and consumption ● Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
2L	Engineer	<ul style="list-style-type: none"> ● Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply ● Monitors telemetric instruments to determine gas pressure, volume and consumption ● Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
3L	Section Manager	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Queens Capital Const	Qgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS OPS Queens Gas Const	Qgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Queens Gas Const	Qgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	GAS OPS Queens Gas Const	Qgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens Gas Const	Qgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens Gas Const	Qgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens Gas Const	Qgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens Gas Const	Qgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd050p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd050p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2H	Manager	GAS OPS QGO Operations Support	Queens Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Specialist (P4)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> • Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution • Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service • Responsibilities may be limited to an assigned district or area
2H	Manager	<ul style="list-style-type: none"> • Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply • Monitors telemetric instruments to determine gas pressure, volume and consumption • Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
4L	General Manager	GAS OPS Queens GM & Staff	Queens Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Group Manager (M4)	M4 (Group Mgr)
4L	General Manager	GAS OPS Wchest GM & Staff	Westchester Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Group Manager (M4)	M4 (Group Mgr)
2H	Manager	GAS OPS WGO Operations Support	Westchester Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Specialist (P4)	P4 (Specialist)
3L	Section Manager	GAS OPS Wchest Capital Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Wchest Capital Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS OPS Wchest Capital Const	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest Capital Const	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest Capital Const	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS OPS Wchest Eastview Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Wchest Eastview Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
4L	General Manager	<ul style="list-style-type: none"> ● Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply ● Monitors telemetric instruments to determine gas pressure, volume and consumption ● Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
4L	General Manager	<ul style="list-style-type: none"> ● Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply ● Monitors telemetric instruments to determine gas pressure, volume and consumption ● Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
2H	Manager	<ul style="list-style-type: none"> ● Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply ● Monitors telemetric instruments to determine gas pressure, volume and consumption ● Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
3L	Section Manager	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area
3L	Section Manager	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	<ul style="list-style-type: none"> ● Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves ● May be responsible for field engineering and/or operating activities ● Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution ● Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service ● Responsibilities may be limited to an assigned district or area

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Wchest Eastview Const	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest Eastview Const	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest Eastview Const	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest Eastview Const	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS OPS Wchest New Business	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Wchest New Business	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS OPS Wchest New Business	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest New Business	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest New Business	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest New Business	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Wchest New Business	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS OPS Wchest Rye Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Wchest Rye Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS OPS Wchest Rye Const	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest Rye Const	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest Rye Const	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	GAS OPS Wchest Rye Const	Wgo Construction Department	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd050p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd050p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3L	Section Manager	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG-EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Group Manager (M4)	M4 (Group Mgr)

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<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	<ul style="list-style-type: none"> Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3H	Department Manager	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570p4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P3 (Career)
2L	Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570p4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P3 (Career)
2L	Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P3 (Career)
2L	Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P3 (Career)
2L	Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P3 (Career)
1H	Associate Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Associate Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Associate Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Analyst	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Associate Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Associate Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Analyst	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P2	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	GAS ENG Major Projects	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Senior Manager (M3)	M3 (Senior Manager)
3H	Department Manager	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Group Manager (M4)	M4 (Group Mgr)

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<i>Census File</i>		
Band	Job Title	Description
2L	Gas System Operator	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Gas System Operator	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Gas System Operator	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Gas System Operator	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Gas System Operator	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Gas System Operator	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Gas System Operator	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Gas System Operator	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Analyst	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Gas System Operator	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Gas System Operator	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Analyst	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3H	Department Manager	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Engineer	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P5	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Master (P5)	P4 (Specialist)
2L	Sr Analyst	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570p4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570p4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P3 (Career)
2L	Technical Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Benchmark Data Available	ENG-AZE570M2	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Manager (M2)	P3 (Career)
1H	Operating Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS ENG Trans Maintenance	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Manager	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P5	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Master (P5)	P5 (Master)
3L	Section Manager	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P5	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Sr Analyst	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Field Operations Planner	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Technical Supervisor	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Project Manager	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P5	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Master (P5)	P4 (Specialist)
2H	Systems Specialist	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P2	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P2	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P2	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Sr Engineering Assistant	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
4H	Chief Engineer	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Group Manager (M4)	M4 (Group Mgr)

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<i>Census File</i>		
Band	Job Title	Description
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Systems Specialist	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Sr Engineering Assistant	<ul style="list-style-type: none"> Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
4H	Chief Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573P5	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573P5	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Master (P5)	P4 (Specialist)
2H	Project Specialist	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573P5	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-aze573p4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist (P4)	P3 (Career)
2L	Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-aze573p4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist (P4)	P3 (Career)
2L	Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Project Specialist	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Sr Analyst	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Sr Analyst	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P2	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P2	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P2	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	GAS ENG Maps & Records	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE575M3	TW-CDB-Energy: Engineering / AZE575 Gas System Planning Engineering / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	<ul style="list-style-type: none"> Determines need, size, location and timing of system development to balance economic, environmental, community and regulatory constraints and reliability needs

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Engineering Supervisor	GAS ENG Maps & Records	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE575M1	TW-CDB-Energy: Engineering / 0 / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Maps & Records	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE575M1	TW-CDB-Energy: Engineering / 0 / Supervisor (M1)	P2 (Intermediate)
4L	General Manager	GAS ENG EHS	Gas Environmental & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030M4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)
2H	Manager	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030M2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Manager (M2)	M2 (Manager)
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	#N/A
1H	Engineering Supervisor	#N/A
4L	General Manager	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
3L	Section Manager	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2H	Project Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2H	Manager	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
1H	Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P2 (Intermediate)
1H	Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P2 (Intermediate)
3L	Section Manager	GAS ENG Corrosion Ctrl	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD060M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	GAS ENG Corrosion Ctrl	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD060P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	GAS ENG Corrosion Ctrl	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd060p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS ENG Corrosion Ctrl	Gas Operations Department	Benchmark Data Available	ENG-EDD060M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Supervisor (M1)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Corrosion Ctrl	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD060P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Corrosion Ctrl	Gas Operations Department	Benchmark Data Available	ENG-EDD060M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
2L	Sr Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
1H	Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
1H	Specialist	<ul style="list-style-type: none"> ● Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene ● Investigates accidents and promotes safety-conscious work performance and training programs ● Provides safety performance measures ● <u>Determines root cause analyses</u>
3L	Section Manager	<ul style="list-style-type: none"> ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground ● Measures electric current present in ground using voltmeter, ammeter and resistivity meter ● Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum ● Periodically tests rectifiers to verify efficiency and replaces defective units
2H	Sr Engineer	<ul style="list-style-type: none"> ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground ● Measures electric current present in ground using voltmeter, ammeter and resistivity meter ● Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum ● Periodically tests rectifiers to verify efficiency and replaces defective units
2L	Sr Specialist	<ul style="list-style-type: none"> ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground ● Measures electric current present in ground using voltmeter, ammeter and resistivity meter ● Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum ● Periodically tests rectifiers to verify efficiency and replaces defective units
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground ● Measures electric current present in ground using voltmeter, ammeter and resistivity meter ● Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum ● Periodically tests rectifiers to verify efficiency and replaces defective units
1H	Associate Engineer A	<ul style="list-style-type: none"> ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground ● Measures electric current present in ground using voltmeter, ammeter and resistivity meter ● Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum ● Periodically tests rectifiers to verify efficiency and replaces defective units
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground ● Measures electric current present in ground using voltmeter, ammeter and resistivity meter ● Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum ● Periodically tests rectifiers to verify efficiency and replaces defective units

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS ENG Corrosion Ctrl	Gas Operations Department	Benchmark Data Available	ENG-EDD060M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Supervisor (M1)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Corrosion Ctrl	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD060P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	GAS ENG Gas Meter Shop	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	GAS ENG Gas Meter Shop	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	GAS ENG Gas Meter Shop	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P3 (Career)
2L	Technical Supervisor	GAS ENG Gas Meter Shop	Gas Operations Department	Benchmark Data Available	ENG-AZE570M2	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Manager (M2)	P3 (Career)
1H	Operating Supervisor	GAS ENG Gas Meter Shop	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS ENG Leakage Control	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT571M3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT571 Gas Transmission and/or Distribution Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
1H	Operating Supervisor	GAS ENG Leakage Control	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE550M1	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Leakage Control	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE550M1	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Leakage Control	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE550M1	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground ● Measures electric current present in ground using voltmeter, ammeter and resistivity meter ● Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum ● Periodically tests rectifiers to verify efficiency and replaces defective units
1H	Associate Engineer A	<ul style="list-style-type: none"> ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground ● Measures electric current present in ground using voltmeter, ammeter and resistivity meter ● Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum ● Periodically tests rectifiers to verify efficiency and replaces defective units
3L	Section Manager	<ul style="list-style-type: none"> ● Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> ● Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	<ul style="list-style-type: none"> ● Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Technical Supervisor	<ul style="list-style-type: none"> ● Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	<ul style="list-style-type: none"> ● Provides expert technical support for gas transmission systems that transport natural gas by pipeline including incidental storage, and/or gas distribution systems that transport natural gas to the final consumer by pipeline ● Focuses on pipeline and compressor systems for natural gas transmission and/or distribution, including activities such as installing and/or inspecting rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities ● May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities ● May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
1H	Operating Supervisor	<ul style="list-style-type: none"> ● Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities ● May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
3L	Section Manager	<ul style="list-style-type: none"> ● Plans, designs, and engineers the distribution systems for natural gas ● Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Superintendent	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573P5	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	GAS ENG LNG Plant	Gas Operations Department	Benchmark Data Available	ENG-AZE573P4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573P5	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Master (P5)	P4 (Specialist)
2L	Operations Trainer	GAS ENG LNG Plant	Gas Operations Department	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)
1H	Operating Supervisor	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
4L	General Manager	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)
2L	Engineer	GAS ENG Tunnel Maintenance	Gas Operations Department	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd060p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Specialist (P4)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
2H	Superintendent	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Operations Trainer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
4L	General Manager	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	<ul style="list-style-type: none"> Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Sr Specialist	<ul style="list-style-type: none"> Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground Measures electric current present in ground using voltmeter, ammeter and resistivity meter Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum Periodically tests rectifiers to verify efficiency and replaces defective units

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE550M1	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	GAS ENG Assurance & Dev (Audit)	QA/Dev Lab Operations Services	Benchmark Data Available	ENG-AFU999M3	TW-CDB-Energy: Audit and Financial/Business Controls / AFU Audit and Financial/Business Controls (Total Sample) / Senior Manager (M3)	M3 (Section Mgr)
2H	Project Specialist	GAS ENG Assurance & Dev (Audit)	QA/Dev Lab Operations Services	Benchmark Data Available	ENG-AFU999P4	TW-CDB-Energy: Audit and Financial/Business Controls / AFU Audit and Financial/Business Controls (Total Sample) / Specialist (P4)	P4 (Specialist)
2H	Sr QA Examiner	GAS ENG Assurance & Dev (Audit)	QA/Dev Lab Operations Services	Benchmark Data Available	ENG-AFU999P4	TW-CDB-Energy: Audit and Financial/Business Controls / AFU Audit and Financial/Business Controls (Total Sample) / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	GAS ENG Assurance & Dev (Audit)	QA/Dev Lab Operations Services	Benchmark Data Available	ENG-AFU999P5	TW-CDB-Energy: Audit and Financial/Business Controls / AFU Audit and Financial/Business Controls (Total Sample) / Master (P5)	P4 (Specialist)
2H	Project Specialist	GAS ENG Assurance & Dev (Audit)	QA/Dev Lab Operations Services	Benchmark Data Available	ENG-AFU999P4	TW-CDB-Energy: Audit and Financial/Business Controls / AFU Audit and Financial/Business Controls (Total Sample) / Specialist (P4)	P4 (Specialist)
3L	Section Manager	GAS ENG Development Lab (QA)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD080M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD080 Quality Control/Inspection / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
1H	Operating Supervisor	<ul style="list-style-type: none"> • Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities • May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
1H	Operating Supervisor	<ul style="list-style-type: none"> • Plans, designs, and engineers the distribution systems for natural gas • Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	<ul style="list-style-type: none"> • Plans, designs, and engineers the distribution systems for natural gas • Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3H	Department Manager	Designs, develops and implements the organization's audit program for accounting and financial control systems.
2H	Project Specialist	Designs, develops and implements the organization's audit program for accounting and financial control systems.
2H	Sr QA Examiner	Designs, develops and implements the organization's audit program for accounting and financial control systems.
2H	Project Specialist	Designs, develops and implements the organization's audit program for accounting and financial control systems.
2H	Project Specialist	Designs, develops and implements the organization's audit program for accounting and financial control systems.
3L	Section Manager	<ul style="list-style-type: none"> • Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines • Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections • Researches, interprets and explains inspection results • Recommends changes to maintain compliance with regulatory requirements • Maintains documentation to ensure proper test methodologies

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	GAS ENG Development Lab (QA)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd080p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD080 Quality Control/Inspection / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS ENG Development Lab (QA)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE550M1	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Supervisor (M1)	P2 (Intermediate)
2H	Manager	GAS ENG Operations Support (IT hard/software dev)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AID055M2	TW-CDB-Energy: IT Development / AID055 Application Development Support / Manager (M2)	M2 (Manager)
2L	Sr Specialist	GAS ENG Operations Support (IT hard/software dev)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-aid055p4	TW-CDB-Energy: IT Development / AID055 Application Development Support / Specialist (P4)	P3 (Career)
2L	Sr Analyst	GAS ENG Operations Support (IT hard/software dev)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AID055P3	TW-CDB-Energy: IT Development / AID055 Application Development Support / Career (P3)	P3 (Career)
2L	Sr Analyst	GAS ENG Operations Support (IT hard/software dev)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AID055P3	TW-CDB-Energy: IT Development / AID055 Application Development Support / Career (P3)	P3 (Career)
3L	Section Manager	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Master (P5)	P4 (Specialist)
2L	Sr Specialist	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Career (P3)	P3 (Career)
1H	Supervisor	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Intermediate (P2)	P2 (Intermediate)
1H	Supervisor	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections Researches, interprets and explains inspection results Recommends changes to maintain compliance with regulatory requirements Maintains documentation to ensure proper test methodologies
1H	Operating Supervisor	<ul style="list-style-type: none"> Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Manager	<ul style="list-style-type: none"> Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code
2L	Sr Specialist	<ul style="list-style-type: none"> Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code
2L	Sr Analyst	<ul style="list-style-type: none"> Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code
2L	Sr Analyst	<ul style="list-style-type: none"> Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code
3L	Section Manager	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2H	Project Specialist	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Sr Specialist	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
1H	Supervisor	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
1H	Supervisor	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Intermediate (P2)	P2 (Intermediate)
4L	Director	GAS OPS Department Office	Gas Conversion Group	Non-benchmark Job			
2H	Manager	GAS OPS Department Office	Gas Conversion Group	Non-benchmark Job			
2L	Sr Analyst	GAS OPS Department Office	Gas Conversion Group	Non-benchmark Job			
3L	Section Manager	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
2H	Manager	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
2L	Sr Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1L	Associate Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1L	Associate Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1L	Associate Analyst	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
3L	Section Manager	GAS OPS Planning	Gas Conversion Group	Non-benchmark Job			
2L	Sr Specialist	GAS OPS Planning	Gas Conversion Group	Non-benchmark Job			
1H	Engineering Supervisor	GAS OPS Planning	Gas Conversion Group	Non-benchmark Job			
1H	Engineering Supervisor	GAS OPS Planning	Gas Conversion Group	Non-benchmark Job			
1H	Engineering Supervisor	GAS OPS Planning	Gas Conversion Group	Non-benchmark Job			
3L	Section Manager	GAS OPS Strategic Support	Gas Conversion Group	Non-benchmark Job			
2H	Manager	GAS OPS Strategic Support	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Strategic Support	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Strategic Support	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Strategic Support	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Strategic Support	Gas Conversion Group	Non-benchmark Job			
1L	Executive Assistant 1L	GAS OPS Office of SVP	Off Sr VP Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042p2	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Intermediate (P2)	P1 (Entry)
4L	Director	BEC Investigations	BEC Investigations	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030M4	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Group Manager (M4)	M4 (Group Mgr)
2H	Project Specialist	BEC Investigations	BEC Investigations	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Master (P5)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
1H	Supervisor	<ul style="list-style-type: none"> Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
4L	Director	
2H	Manager	
2L	Sr Analyst	
3L	Section Manager	
2H	Manager	
2L	Sr Specialist	
1H	Specialist	
1H	Specialist	
1H	Specialist	
1L	Associate Specialist	
1L	Associate Specialist	
1L	Associate Analyst	
3L	Section Manager	
2L	Sr Specialist	
1H	Engineering Supervisor	
1H	Engineering Supervisor	
1H	Engineering Supervisor	
3L	Section Manager	
2H	Manager	
1H	Specialist	
1H	Specialist	
1H	Specialist	
1H	Specialist	
1L	Executive Assistant 1L	<ul style="list-style-type: none"> Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization
4L	Director	<ul style="list-style-type: none"> Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
2H	Project Specialist	<ul style="list-style-type: none"> Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	BEC Investigations	BEC Investigations	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Master (P5)	P4 (Specialist)
2L	Sr Specialist	BEC Investigations	BEC Investigations	Benchmark Data Available	AFU030P3	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Career (P3)	P3 (Career)
2L	Sr Specialist	BEC Investigations	BEC Investigations	Benchmark Data Available	AFU030P3	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Career (P3)	P3 (Career)
4L	Director	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030M4	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030M3	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030M3	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030M3	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	BEC Training & Communications	BEC Training & Communications	Benchmark Data Available	AFU030P4	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	BEC Training & Communications	BEC Training & Communications	Benchmark Data Available	AFU030P4	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Master (P5)	P4 (Specialist)
2H	Project Specialist	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Master (P5)	P4 (Specialist)

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<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
2L	Sr Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
4L	Director	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
3L	Section Manager	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
3L	Section Manager	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
3L	Section Manager	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
2H	Project Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
2H	Project Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
2H	Project Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
2H	Project Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Project Specialist	BEC Training & Communications	BEC Training & Communications	Benchmark Data Available	AFU030P4	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Specialist (P4)	P4 (Specialist)
1H	Analyst	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030P2	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Intermediate (P2)	P2 (Intermediate)
66	Associate General Counsel	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020-- Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)
65	Assistant General Counsel	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020-- Attorney / Supervising Attorney-General	M4 (Group Mgr)
65	Assistant General Counsel	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020-- Attorney / Supervising Attorney-General	M4 (Group Mgr)
64	Associate Counsel	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Lead-General	P5 (Master)
64	Associate Counsel	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Lead-General	P5 (Master)
63	Sr Attorney	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Senior-General	P5 (Master)
62	Sr Staff Attorney	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.019	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Intermediate-General	P4 (Specialist)
64	Associate Counsel	LEBWC Workers Compensation	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Lead-General	M4 (Group Mgr)
63	Sr Attorney	LEBWC Workers Compensation	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Senior-General	M3 (Senior Manager)
2H	Manager	LEBWC Workers Compensation	Labor, Emp, Ben & Workers Comp	Non-benchmark Job			
2L	Sr Specialist	LEBWC Workers Compensation	Labor, Emp, Ben & Workers Comp	Non-benchmark Job			

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Census File		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
1H	Analyst	<ul style="list-style-type: none"> • Designs, develops, implements and promotes awareness of the organization's business ethics policies • Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted • Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
66	Associate General Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
62	Sr Staff Attorney	Mid-level attorney, who provides counsel to the company on legal rights and obligations pertaining to a specific legal area such as anti-trust, securities, or taxation. Assists in preparing and reviewing legal documents prior to execution to accurately convey the company's intent. Reviews legal publications and pending legislation and advises management of changes that impact the company. Gains general exposure to the law by executing smaller, less-complex tasks delegated by senior attorneys. May represent the company in negotiations.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
2H	Manager	
2L	Sr Specialist	

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
66	Deputy General Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020--Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)
65	Assistant General Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020--Attorney / Supervising Attorney-General	M4 (Group Mgr)
65	Assistant General Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020--Attorney / Supervising Attorney-General	P5 (Master)
64	Associate Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020--Attorney / Attorney-Lead-General	P5 (Master)
64	Associate Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020--Attorney / Attorney-Lead-General	P5 (Master)
63	Sr Attorney	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
66	Associate General Counsel	LAW Corp and Finance	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020--Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)
61	Staff Attorney	LAW Corp and Finance	Comm Trans, Corp & Finance	Benchmark Data Available	ALG999p1	TW-CDB-GI: Legal / ALG Legal (Total Sample) / Entry (P1)	P3 (Career)
66	Associate General Counsel	LAW Environmental	Law	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020--Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)
65	Assistant General Counsel	LAW Environmental	Law	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020--Attorney / Supervising Attorney-General	M4 (Group Mgr)
65	Assistant General Counsel	LAW Environmental	Law	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020--Attorney / Supervising Attorney-General	M4 (Group Mgr)
64	Associate Counsel	LAW Environmental	Law	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020--Attorney / Attorney-Lead-General	P5 (Master)
63	Sr Attorney	LAW Environmental	Law	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
2L	Sr Specialist	LAW Environmental	Law	Non-benchmark Job			

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
66	Deputy General Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel <u>when needed.</u>
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel <u>when needed.</u>
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
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66	Associate General Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
61	Staff Attorney	Provides legal advice and services on issues concerning the rights, obligations and privileges of the organization. Represents the organization to customers, suppliers, competitors and government agencies. Provides resolution of business or technical issues by identifying legal solutions and recommending a course of action. Examines legal data to determine advisability of defending or prosecuting lawsuits.
66	Associate General Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel <u>when needed.</u>
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel <u>when needed.</u>
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
2L	Sr Specialist	

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3H	Department Manager	LAW Operations	Law	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT080M4	TW-CDB-GI: IT Administration / AIT080 IT Training/Documentation / Group Manager (M4)	M4 (Group Mgr)
2H	Systems Specialist	LAW Operations	Law	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT080P5	TW-CDB-GI: IT Administration / AIT080 IT Training/Documentation / Master (P5)	P4 (Specialist)
2H	Project Specialist	LAW Operations	Law	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT080P5	TW-CDB-GI: IT Administration / AIT080 IT Training/Documentation / Master (P5)	P4 (Specialist)
2L	Sr System Analyst	LAW Operations	Law	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT080P4	TW-CDB-GI: IT Administration / AIT080 IT Training/Documentation / Specialist (P4)	P3 (Career)
1H	Specialist	LAW Operations	Law	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT080P3	TW-CDB-GI: IT Administration / AIT080 IT Training/Documentation / Career (P3)	P2 (Intermediate)
1H	Law Librarian	LAW Operations	Law	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020--Attorney / Paralegal-Intermediate	P2 (Intermediate)
1L	Executive Assistant 1L	LAW Operations	Law	Benchmark Data Available	AAS042U2	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Intermediate (U2)	P1 (Entry)
3H	Department Manager	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030M4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030M3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030M3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
3H	Department Manager	<ul style="list-style-type: none"> ● Develops, coordinates and conducts IT training, educational and orientation programs for users ● Develops and maintains documentation of information technology systems and applications and coordinates incorporation of documentation within applications (e.g., online help) ● Develops, implements and/or approves training and documentation policies, standards and procedures ● Maintains records and prepares documentation of training programs, scheduling, employee attendance, and training program effectiveness
2H	Systems Specialist	<ul style="list-style-type: none"> ● Develops, coordinates and conducts IT training, educational and orientation programs for users ● Develops and maintains documentation of information technology systems and applications and coordinates incorporation of documentation within applications (e.g., online help) ● Develops, implements and/or approves training and documentation policies, standards and procedures ● Maintains records and prepares documentation of training programs, scheduling, employee attendance, and training program effectiveness
2H	Project Specialist	<ul style="list-style-type: none"> ● Develops, coordinates and conducts IT training, educational and orientation programs for users ● Develops and maintains documentation of information technology systems and applications and coordinates incorporation of documentation within applications (e.g., online help) ● Develops, implements and/or approves training and documentation policies, standards and procedures ● Maintains records and prepares documentation of training programs, scheduling, employee attendance, and training program effectiveness
2L	Sr System Analyst	<ul style="list-style-type: none"> ● Develops, coordinates and conducts IT training, educational and orientation programs for users ● Develops and maintains documentation of information technology systems and applications and coordinates incorporation of documentation within applications (e.g., online help) ● Develops, implements and/or approves training and documentation policies, standards and procedures ● Maintains records and prepares documentation of training programs, scheduling, employee attendance, and training program effectiveness
1H	Specialist	<ul style="list-style-type: none"> ● Develops, coordinates and conducts IT training, educational and orientation programs for users ● Develops and maintains documentation of information technology systems and applications and coordinates incorporation of documentation within applications (e.g., online help) ● Develops, implements and/or approves training and documentation policies, standards and procedures ● Maintains records and prepares documentation of training programs, scheduling, employee attendance, and training program effectiveness
1H	Law Librarian	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1L	Executive Assistant 1L	<ul style="list-style-type: none"> ● Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy ● Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries ● Receives, screens and directs incoming calls, visitors, mail and e-mail ● Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses ● Participates in the development and implementation of secretarial standards, policies and practices for the organization
3H	Department Manager	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
3L	Section Manager	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
3L	Section Manager	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3L	Section Manager	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030M3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	P4 (Specialist)
2H	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P5	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Master (P5)	P4 (Specialist)
2H	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P5	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Master (P5)	P4 (Specialist)
2H	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P5	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Master (P5)	P4 (Specialist)
2H	Manager	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)
2H	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
3L	Section Manager	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2H	Manager	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2H	Project Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2H	Project Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2H	Project Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2H	Manager	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2H	Project Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2H	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)
2H	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)
2H	Manager	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)
2H	Manager	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)
2H	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)
2H	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2H	Project Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
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2H	Manager	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
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2L	Sr Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)
2L	General Supervisor	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	P3 (Career)
2L	General Supervisor	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M1	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Supervisor (M1)	M1 (Supervisor)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	General Supervisor	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	General Supervisor	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
2L	General Supervisor	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M1	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Non-benchmark Job			
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	General Supervisor	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	
2L	Sr Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	<ul style="list-style-type: none"> ● Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization ● Approves all claim settlements both for and against the organization ● Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims ● Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer ● Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
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2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)
1H	Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020--Attorney / Paralegal-Intermediate	P2 (Intermediate)
1H	Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020--Attorney / Paralegal-Intermediate	P2 (Intermediate)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Sr Specialist	<ul style="list-style-type: none"> Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	<ul style="list-style-type: none"> Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	<ul style="list-style-type: none"> Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	<ul style="list-style-type: none"> Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
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2L	Sr Specialist	<ul style="list-style-type: none"> Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Supervisor	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.032	AH-TCM-GI: Legal / 020-Attorney / Paralegal-Senior	P2 (Intermediate)
1H	Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020-Attorney / Paralegal-Intermediate	P2 (Intermediate)
1H	Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020-Attorney / Paralegal-Intermediate	P2 (Intermediate)
1H	Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020-Attorney / Paralegal-Intermediate	P2 (Intermediate)
1H	Staff Investigator	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020-Attorney / Paralegal-Intermediate	P2 (Intermediate)
1H	Staff Investigator	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020-Attorney / Paralegal-Intermediate	P2 (Intermediate)
1H	Staff Investigator	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020-Attorney / Paralegal-Intermediate	P2 (Intermediate)
65	Assistant General Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020-Attorney / Supervising Attorney-General	M4 (Group Mgr)
65	Assistant General Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020-Attorney / Supervising Attorney-General	P5 (Master)
65	Assistant General Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020-Attorney / Supervising Attorney-General	P5 (Master)
65	Assistant General Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020-Attorney / Supervising Attorney-General	P5 (Master)
65	Assistant General Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020-Attorney / Supervising Attorney-General	P5 (Master)
65	Assistant General Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020-Attorney / Supervising Attorney-General	P5 (Master)
65	Assistant General Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020-Attorney / Supervising Attorney-General	M4 (Group Mgr)
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020-Attorney / Attorney-Lead-General	P5 (Master)
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020-Attorney / Attorney-Lead-General	P5 (Master)
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020-Attorney / Attorney-Lead-General	P5 (Master)
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020-Attorney / Attorney-Lead-General	P5 (Master)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
1H	Supervisor	Responsible for assisting attorneys on complex or high-profile legal activities. Furnishes primary support for court proceedings. Independently prepares routine legal documents and reports under limited attorney supervision. Leads researchers on legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Provides guidance to less experienced Paralegals. Role typically requires more than 5 years of experience.
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Staff Investigator	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Staff Investigator	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Staff Investigator	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
65	Assistant General Attorney	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Attorney	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Attorney	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Attorney	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Attorney	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
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64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020--Attorney / Attorney-Lead-General	P5 (Master)
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020--Attorney / Attorney-Lead-General	P5 (Master)
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020--Attorney / Attorney-Lead-General	P5 (Master)
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020--Attorney / Attorney-Lead-General	P5 (Master)
63	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
65	Assistant General Counsel	LEGAL SVCS Special Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020--Attorney / Supervising Attorney-General	M4 (Group Mgr)
64	Associate Counsel	LEGAL SVCS Special Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020--Attorney / Attorney-Lead-General	P5 (Master)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
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63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
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63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
66	Associate General Counsel	OFF OF SEC Comm Litigation	Commercial Litigation	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020--Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)
64	Associate Counsel	OFF OF SEC Comm Litigation	Commercial Litigation	Non-benchmark Job			
64	Associate Counsel	OFF OF SEC Comm Litigation	Commercial Litigation	Non-benchmark Job			
63	Sr Attorney	OFF OF SEC Comm Litigation	Commercial Litigation	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020--Attorney / Attorney-Senior-General	P5 (Master)
62	Sr Staff Attorney	OFF OF SEC Comm Litigation	Commercial Litigation	Benchmark Data Available	LGL.020.019	AH-TCM-GI: Legal / 020--Attorney / Attorney-Intermediate-General	P4 (Specialist)
1H	Specialist	OFF OF SEC Comm Litigation	Commercial Litigation	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020--Attorney / Paralegal-Intermediate	P2 (Intermediate)
64	Associate Counsel	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Non-benchmark Job			
64	Associate Counsel	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Non-benchmark Job			
2H	Manager	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Non-benchmark Job			
1H	Specialist	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020--Attorney / Paralegal-Intermediate	P2 (Intermediate)
1H	Specialist	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020--Attorney / Paralegal-Intermediate	P2 (Intermediate)
1H	Supervisor	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Benchmark Data Available	LGL.020.032	AH-TCM-GI: Legal / 020--Attorney / Paralegal-Senior	P2 (Intermediate)
66	Senior Associate Gen Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020--Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)
65	Assistant General Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020--Attorney / Supervising Attorney-General	P5 (Master)
65	Assistant General Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020--Attorney / Supervising Attorney-General	M4 (Group Mgr)
65	Assistant General Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020--Attorney / Supervising Attorney-General	P5 (Master)
65	Assistant General Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020--Attorney / Supervising Attorney-General	M4 (Group Mgr)
65	Assistant General Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020--Attorney / Supervising Attorney-General	M4 (Group Mgr)
64	Associate Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Non-benchmark Job			
64	Associate Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Non-benchmark Job			
64	Associate Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Non-benchmark Job			
64	Associate Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Non-benchmark Job			

2014 Competitive Analysis

Census File		
Band	Job Title	Description
66	Associate General Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
64	Associate Counsel	
64	Associate Counsel	
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
62	Sr Staff Attorney	Mid-level attorney, who provides counsel to the company on legal rights and obligations pertaining to a specific legal area such as anti-trust, securities, or taxation. Assists in preparing and reviewing legal documents prior to execution to accurately convey the company's intent. Reviews legal publications and pending legislation and advises management of changes that impact the company. Gains general exposure to the law by executing smaller, less-complex tasks delegated by senior attorneys. May represent the company in negotiations.
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
64	Associate Counsel	
64	Associate Counsel	
2H	Manager	
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Supervisor	Responsible for assisting attorneys on complex or high-profile legal activities. Furnishes primary support for court proceedings. Independently prepares routine legal documents and reports under limited attorney supervision. Leads researchers on legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Provides guidance to less experienced Paralegals. Role typically requires more than 5 years of experience.
66	Senior Associate Gen Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
64	Associate Counsel	
64	Associate Counsel	
64	Associate Counsel	
64	Associate Counsel	

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
63	Sr Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Senior-General	P5 (Master)
63	Sr Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Senior-General	P5 (Master)
62	Sr Staff Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.019	AH-TCM-GI: Legal / 020-- Attorney / Attorney-Intermediate-General	P4 (Specialist)
1H	Specialist	REG SVCS Regulatory Svcs	Regulatory Services	Non-benchmark Job			
2L	Senior Executive Assistant	PRES & STAFF Off of the Pres	Office of President	Benchmark Data Available	AAS042P3	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Career (P3)	P3 (Career)
3L	Director Public Affairs	GOV REL Bronx Public Affairs	Bronx & Westchester	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Manager	M3 (Senior Manager)
2L	Public Affairs Manager	GOV REL Bronx Public Affairs	Bronx & Westchester	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
2L	Public Affairs Manager	GOV REL Bronx Public Affairs	Bronx & Westchester	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
1H	Specialist	GOV REL Bronx Public Affairs	Bronx & Westchester	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P2 (Intermediate)
3L	Director Public Affairs	GOV REL Westchester Public Aff	Bronx & Westchester	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Manager	M3 (Senior Manager)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
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62	Sr Staff Attorney	Mid-level attorney, who provides counsel to the company on legal rights and obligations pertaining to a specific legal area such as anti-trust, securities, or taxation. Assists in preparing and reviewing legal documents prior to execution to accurately convey the company's intent. Reviews legal publications and pending legislation and advises management of changes that impact the company. Gains general exposure to the law by executing smaller, less-complex tasks delegated by senior attorneys. May represent the company in negotiations.
1H	Specialist	
2L	Senior Executive Assistant	<ul style="list-style-type: none"> ● Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy ● Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries ● Receives, screens and directs incoming calls, visitors, mail and e-mail ● Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses ● Participates in the development and implementation of secretarial standards, policies and practices for the organization
3L	Director Public Affairs	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
3L	Director Public Affairs	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
2L	Public Affairs Manager	GOV REL Westchester Public Aff	Bronx & Westchester	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
2L	Public Affairs Manager	GOV REL Westchester Public Aff	Bronx & Westchester	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
2L	Public Affairs Manager	GOV REL Westchester Public Aff	Bronx & Westchester	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
3L	Director Public Affairs	GOV REL Bklyn Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Manager	M3 (Senior Manager)
2L	Public Affairs Manager	GOV REL Bklyn Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
2L	Public Affairs Manager	GOV REL Bklyn Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
1H	Specialist	GOV REL Bklyn Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P2 (Intermediate)
1H	Specialist	GOV REL Bklyn Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P2 (Intermediate)
3L	Director Public Affairs	GOV REL Queens Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Manager	M3 (Senior Manager)
2L	Public Affairs Manager	GOV REL Queens Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
2L	Public Affairs Manager	GOV REL Queens Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
2L	Public Affairs Manager	GOV REL Queens Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
1H	Specialist	GOV REL Queens Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P2 (Intermediate)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
3L	Director Public Affairs	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
3L	Director Public Affairs	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.

2014 Competitive Analysis

Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
4L	Director	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	ACA070M4	TW-CDB-GI: Corporate Affairs/Communications / ACA070 Government Relations / Group Manager (M4)	M4 (Group Mgr)
2H	Manager	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P4 (Specialist)
2L	Sr Analyst	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
2L	Public Affairs Manager	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
2L	Public Affairs Manager	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
1H	Specialist	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P2 (Intermediate)
1L	Associate Specialist	GOV REL Manh Public Affairs	Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ACA070P1	TW-CDB-GI: Corporate Affairs/Communications / ACA070 Government Relations / Entry (P1)	P1 (Entry)
2H	Manager	GOV REL Economic Development	Off Of VP Government Relations	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P4 (Specialist)
4L	Director	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	ACA070M4	TW-CDB-GI: Corporate Affairs/Communications / ACA070 Government Relations / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Manager	P5 (Master)
3L	Section Manager	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Manager	P5 (Master)
2H	Manager	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P4 (Specialist)
2L	Administrator	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)

2014 Competitive Analysis

<i>Census File</i>		
Band	Job Title	Description
4L	Director	<ul style="list-style-type: none"> Develops and maintains policies and programs to ensure organizational awareness of government legislation and/or regulatory issues that affect the organization and respond to same Ensures that the organization's interests are represented and protected in legislative proceedings and in the development of market rules and procedures Prepares and organizes forums and gatherings with government officials to exchange ideas and information on business activities and potential legislation that may affect the organization Acts as a resource on regulatory matters with regard to product changes
2H	Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Sr Analyst	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1L	Associate Specialist	<ul style="list-style-type: none"> Develops and maintains policies and programs to ensure organizational awareness of government legislation and/or regulatory issues that affect the organization and respond to same Ensures that the organization's interests are represented and protected in legislative proceedings and in the development of market rules and procedures Prepares and organizes forums and gatherings with government officials to exchange ideas and information on business activities and potential legislation that may affect the organization Acts as a resource on regulatory matters with regard to product changes
2H	Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
4L	Director	<ul style="list-style-type: none"> Develops and maintains policies and programs to ensure organizational awareness of government legislation and/or regulatory issues that affect the organization and respond to same Ensures that the organization's interests are represented and protected in legislative proceedings and in the development of market rules and procedures Prepares and organizes forums and gatherings with government officials to exchange ideas and information on business activities and potential legislation that may affect the organization Acts as a resource on regulatory matters with regard to product changes
3L	Section Manager	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.
3L	Section Manager	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.
2H	Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Administrator	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.

2014 Competitive Analysis

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Administrator	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
3L	Director Public Affairs	GOV REL SI Public Affairs	Staten Island	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Manager	M3 (Senior Manager)
2L	Public Affairs Manager	GOV REL SI Public Affairs	Staten Island	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P3 (Career)
1H	Specialist	GOV REL SI Public Affairs	Staten Island	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100-- Government Relations / Government Relations Specialist	P2 (Intermediate)
1L	Executive Assistant 1L	PUB AFFS Office of SVP	Off Sr VP Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042U1	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Entry (U1)	P1 (Entry)
4H	Director-Corp Public Affairs	PUB AFFS Corp Comm Dir Staff	Public Affairs	Non-benchmark Job			
3L	Section Manager	PUB AFFS Corp Comm Emp & Web	Public Affairs	Benchmark Data Available	CAF.140.209	AH-TCM-GI: Corporate Affairs / 140--Public Relations / Public Relations Manager	M3 (Senior Manager)
2L	Sr Specialist	PUB AFFS Corp Comm Emp & Web	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Sr Specialist	PUB AFFS Corp Comm Emp & Web	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
1H	Specialist	PUB AFFS Corp Comm Emp & Web	Public Affairs	Benchmark Data Available	CAF.060.198	AH-TCM-GI: Corporate Affairs / 060--External Communications / Communications Specialist-Intermediate	P2 (Intermediate)
3H	Director Media Relations	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010m4	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Group Manager (M4)	M4 (Group Mgr)
3L	Assistant Director	PUB AFFS Corp Comm Media Rel	Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	aca010p5	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Master (P5)	P5 (Master)
2L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Administrator	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
3L	Director Public Affairs	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1L	Executive Assistant 1L	<ul style="list-style-type: none"> ● Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy ● Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries ● Receives, screens and directs incoming calls, visitors, mail and e-mail ● Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses ● Participates in the development and implementation of secretarial standards, policies and practices for the organization
4H	Director-Corp Public Affairs	
3L	Section Manager	Works with PR leadership to develop, implement, and manage a strategic public relations plan which is in line with corporate goals/business objectives. Establishes and builds a positive relationship with the media, public industry and stockholders, and organizes programs and events to maintain a favorable public image. Acts as a media contact for the organization and is responsible for creating, writing and distributing news releases and presentations. Responds to requests for information from the media, analysts and other sources. Generally manages a group of public relations specialists.
2L	Sr Specialist	<ul style="list-style-type: none"> ● Coordinates media relations and prepares external communications ● Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization ● Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	<ul style="list-style-type: none"> ● Coordinates media relations and prepares external communications ● Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization ● Develops and maintains lines of communication with media contacts and other external audience groups
1H	Specialist	Coordinates internal and external communications projects, including web site & intranet creation, management of media, public relations and press releases. Assists with the implementation of a strategic communications program to help build brand image. Typically also conducts the required research and analysis to prepare presentations and scripts/speeches for management and executives. Role typically requires between 3 and 5 years of experience.
3H	Director Media Relations	<ul style="list-style-type: none"> ● Coordinates media relations and prepares external communications ● Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization ● Develops and maintains lines of communication with media contacts and other external audience groups
3L	Assistant Director	<ul style="list-style-type: none"> ● Coordinates media relations and prepares external communications ● Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization ● Develops and maintains lines of communication with media contacts and other external audience groups
2L	Public Affairs Manager	<ul style="list-style-type: none"> ● Coordinates media relations and prepares external communications ● Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization ● Develops and maintains lines of communication with media contacts and other external audience groups
2L	Public Affairs Manager	<ul style="list-style-type: none"> ● Coordinates media relations and prepares external communications ● Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization ● Develops and maintains lines of communication with media contacts and other external audience groups
2L	Public Affairs Manager	<ul style="list-style-type: none"> ● Coordinates media relations and prepares external communications ● Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization ● Develops and maintains lines of communication with media contacts and other external audience groups

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
1H	Specialist	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	CAF.060.198	AH-TCM-GI: Corporate Affairs / 060--External Communications / Communications Specialist-Intermediate	P2 (Intermediate)
3L	Section Manager	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	CAF.140.209	AH-TCM-GI: Corporate Affairs / 140--Public Relations / Public Relations Manager	M3 (Senior Manager)
2H	Manager	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	CAF.140.209	AH-TCM-GI: Corporate Affairs / 140--Public Relations / Public Relations Manager	M2 (Manager)
2H	Sr Staff Writer	PUB AFFS Corporate Comm	Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	aca110p4	TW-CDB-GI: Corporate Affairs/Communications / ACA110 Creative Writing Services / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	aca010M1	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Supervisor (M1)	M1 (Supervisor)
2L	Administrator	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010p4	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Specialist (P4)	P3 (Career)
2L	Unit Manager	PUB AFFS Corporate Comm	Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	aca010M1	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010P3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010P3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010P3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010P3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010P3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)

2014 Competitive Analysis

Census File		
Band	Job Title	Description
2L	Public Affairs Manager	<ul style="list-style-type: none"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Public Affairs Manager	<ul style="list-style-type: none"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Public Affairs Manager	<ul style="list-style-type: none"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
1H	Specialist	Coordinates internal and external communications projects, including web site & intranet creation, management of media, public relations and press releases. Assists with the implementation of a strategic communications program to help build brand image. Typically also conducts the required research and analysis to prepare presentations and scripts/speeches for management and executives. Role typically requires between 3 and 5 years of experience.
3L	Section Manager	Works with PR leadership to develop, implement, and manage a strategic public relations plan which is in line with corporate goals/business objectives. Establishes and builds a positive relationship with the media, public industry and stockholders, and organizes programs and events to maintain a favorable public image. Acts as a media contact for the organization and is responsible for creating, writing and distributing news releases and presentations. Responds to requests for information from the media, analysts and other sources. Generally manages a group of public relations specialists.
2H	Manager	Works with PR leadership to develop, implement, and manage a strategic public relations plan which is in line with corporate goals/business objectives. Establishes and builds a positive relationship with the media, public industry and stockholders, and organizes programs and events to maintain a favorable public image. Acts as a media contact for the organization and is responsible for creating, writing and distributing news releases and presentations. Responds to requests for information from the media, analysts and other sources. Generally manages a group of public relations specialists.
2H	Sr Staff Writer	<ul style="list-style-type: none"> Develops creative, clear written material in support of the organization's communications strategies Plans, develops and publishes internal or external communications (e.g., newsletters, brochures, manuals, website content) Develops and maintains the organization's style guide, including editorial standards and policies
2L	Sr Specialist	<ul style="list-style-type: none"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Administrator	<ul style="list-style-type: none"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Unit Manager	<ul style="list-style-type: none"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	<ul style="list-style-type: none"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	<ul style="list-style-type: none"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	<ul style="list-style-type: none"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	<ul style="list-style-type: none"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	<ul style="list-style-type: none"> Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups

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Census File				Benchmark Data Availability	Position Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	CAF.140.196	AH-TCM-GI: Corporate Affairs / 140--Public Relations / Public Relations Specialist-Intermediate	P2 (Intermediate)
1H	Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	CAF.140.196	AH-TCM-GI: Corporate Affairs / 140--Public Relations / Public Relations Specialist-Intermediate	P2 (Intermediate)
1H	Sr Graphic Designer	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	CAF.140.196	AH-TCM-GI: Corporate Affairs / 140--Public Relations / Public Relations Specialist-Intermediate	P2 (Intermediate)
1H	Sr Graphic Designer	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	ACA120P3	TW-CDB-GI: Corporate Affairs/Communications / ACA120 Creative Design Services / Career (P3)	P2 (Intermediate)
3H	Department Manager	PUB AFFS Grassroots Management	Public Affairs	Benchmark Data Available	aca000M3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidiscipline / Senior Manager (M3)	M3 (Section Mgr)
2L	Public Affairs Manager	PUB AFFS Grassroots Management	Public Affairs	Benchmark Data Available	aca000P3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Sr Specialist	PUB AFFS Photographic Section	Public Affairs	Benchmark Data Available	aca000P3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidiscipline / Career (P3)	P3 (Career)
3L	Section Manager	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000M3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidiscipline / Senior Manager (M3)	M3 (Senior Manager)
2L	Public Affairs Manager	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000P3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidiscipline / Career (P3)	P3 (Career)
2L	Public Affairs Manager	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000p4	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
2L	Public Affairs Manager	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000P3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidiscipline / Career (P3)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
1H	Specialist	Assists the Public Relations Manager in the implementation of the public relations plan to help build and maintain a favorable public image. Executes public relations activities such as updating and managing media lists, writing and distributing press releases and other press material, creating and disseminating media coverage reports and fielding incoming media inquires. Plans and coordinates seminars, tradeshows and other PR events. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Assists the Public Relations Manager in the implementation of the public relations plan to help build and maintain a favorable public image. Executes public relations activities such as updating and managing media lists, writing and distributing press releases and other press material, creating and disseminating media coverage reports and fielding incoming media inquires. Plans and coordinates seminars, tradeshows and other PR events. Role typically requires between 3 and 5 years of experience.
1H	Sr Graphic Designer	Assists the Public Relations Manager in the implementation of the public relations plan to help build and maintain a favorable public image. Executes public relations activities such as updating and managing media lists, writing and distributing press releases and other press material, creating and disseminating media coverage reports and fielding incoming media inquires. Plans and coordinates seminars, tradeshows and other PR events. Role typically requires between 3 and 5 years of experience.
1H	Sr Graphic Designer	<ul style="list-style-type: none"> • Develops and maintains graphic designs (e.g., art, color themes, photographs, web pages), audio and video to support the organization's image, identity and brands • Develops and maintains the organization's graphics standards, techniques and methods • Develops the organization's website design and layout
3H	Department Manager	<ul style="list-style-type: none"> • Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees • Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
2L	Public Affairs Manager	<ul style="list-style-type: none"> • Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees • Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	<ul style="list-style-type: none"> • Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees • Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
3L	Section Manager	<ul style="list-style-type: none"> • Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees • Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
2L	Public Affairs Manager	<ul style="list-style-type: none"> • Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees • Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
2L	Public Affairs Manager	<ul style="list-style-type: none"> • Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees • Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
2L	Public Affairs Manager	<ul style="list-style-type: none"> • Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees • Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines

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<i>Census File</i>					<i>Position Matching</i>		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Public Affairs Manager	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000p4	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidiscipline / Specialist (P4)	P3 (Career)
1H	Specialist	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000p3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidiscipline / Career (P3)	P2 (Intermediate)
1L	Associate Specialist	PUB AFFS Strat Partnerships	Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	aca000P1	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidiscipline / Entry (P1)	P1 (Entry)
3L	Section Manager	Pres & Staff Shared Services	Office Of Pres Shared Services	Non-benchmark Job			
2L	Senior Executive Assistant	Pres & Staff Shared Services	Office Of Pres Shared Services	Benchmark Data Available	AAS042U4	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Lead (U4)	P3 (Career)

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<i>Census File</i>		
Band	Job Title	Description
2L	Public Affairs Manager	<ul style="list-style-type: none"> • Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees • Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
1H	Specialist	<ul style="list-style-type: none"> • Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees • Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
1L	Associate Specialist	<ul style="list-style-type: none"> • Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees • Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
3L	Section Manager	
2L	Senior Executive Assistant	<ul style="list-style-type: none"> • Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy • Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries • Receives, screens and directs incoming calls, visitors, mail and e-mail • Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses • Participates in the development and implementation of secretarial standards, policies and practices for the organization