Example Pages from the

Engineering Community Management Plan

- Appendix B – Job Functions and Competencies (1 page)
- Appendix C – Career Development Guide (1 Page)

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Community: Engineering
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Engineering Design

Number	Job Function Competencies:	Definitions:
	Flooring Specifying & Design	
EN Architectural Design	EN:AR1:20 - Flooring Types	Fundamental knowledge of flooring types and their applicability.
EN Architectural Design	EN:AR2:21 - Flooring Systems	Basic knowledge of flooring systems, their composition, proper application techniques and maintenance requirements.
EN Architectural Design	EN:AR3:35 - Specifying	Ability to specify flooring materials and systems in performance terms based on the materials attributes, sustainability , and life cycle cost.
EN Architectural Design	EN:AR3:36 - Governing Regulations	Extensive knowledge of codes, laws, criteria, and policy pertaining to floor covering/systems use and location.
	Doors & Windows Specifying & Design	
EN Architectural Design	EN:AR1:21 - Door and Window Types	Fundamental knowledge of doors and windows for general installations.
EN Architectural Design	EN:AR2:22 - Applicability	Basic knowledge of doors and windows for use, installation requirements, and applicability.
EN Architectural Design	EN:AR3:37 - Architectural Programming	Extensive knowledge of door and window requirements for various building types and the ability to prepare a door and window schedule .
EN Architectural Design	EN:AR3:38 - Governing Regulations	Extensive knowledge of codes, laws, criteria, security, and policy pertaining to the use and location for doors and windows.
EN Architectural Design	EN:AR3:39 - Specifying	Ability to specify doors and windows in performance terms based on attributes, sustainability, maintainability, and life cycle cost.
	Architectural Concept Design Development (Site and Bldg)	
EN Architectural Design	EN:AR1:22 - Programming and Design	Elementary understanding of basic facility programming and design.
EN Architectural Design	EN:AR2:23 - Site Design Constraints	Ability to integrate site design constraints into building programming.
EN Architectural Design	EN:AR3:40 - Design Procedures	Knowledge of programming, contracting, and acquisition procedures.
EN Architectural Design	EN:AR3:41 - Engineering Requirements	Knowledge of architectural and engineering requirements and constraints.
EN Architectural Design	EN:AR3:42 - Design Requirements	Ability to integrate security, environmental, and accessibility requirements into architectural programming.
EN Architectural Design	EN:AR4:25 - Design Consultation	Ability to provide consultation and review and provide feedback on designs by others.
	Compliance to Base Master Plan and BEAP	
EN Architectural Design	EN:AR1:23 - Base Master Plan	Elementary knowledge of base master plans.
EN Architectural Design	EN:AR2:24 - Master Plan Requirements	Intimate knowledge of base master plans and requirements.
EN Architectural Design	EN:AR3:43 - Planning Goals	Extensive knowledge of planning goals
	Federal Accessibility Standards	
EN Architectural Design	EN:AR1:24 - Requirements	Elementary knowledge of accessibility requirements.
EN Architectural Design	EN:AR2:25 - Standards	Basic knowledge of accessibility standards and application to construction.

APPENDIX B

Function: ENGINEERING DESIGN

			Required	Preferred
Level III GS 12/13 Technical Track	Career Development Credentials	Education	Bachelor's Degree	Advanced Degree (GS-13)
		Licensing/Warranting/Certification /Professional Registration	Engineer-in-Training (EIT) Intern Development Program (IDP) (For Architects if required by State) Professional Registration (GS-13) **(Some GS-12 positions will require professional registration due to duties being performed. Waivers may be granted by Commanding Officers or their designees on a case by case basis)**	Navy Technical Rep (NTR)/ Contracting Officers Technical Rep (COTR) (GS-12) NAVFAC Recognized Expert (GS-13) Cost Recognized Expert (GS-13)
	Professional Development Credentials	Continuing Education	CON 210 Government Contract Law CON 243 Architect-Engineer Contracting CON 244 Construction Contracting DAWIA Level II Required Courses Discipline/Function Related Training CTC 415 Source Selection /Technical Evaluation Board (GS-13) DAWIA Level III Required Courses (GS-13) Courses Required to Maintain Registration Shore Facilities Training System	CTC 415 Source Selection /Tech Eval (GS-12) CTC 423 Environmental Cost Reimbursement Contracting (GS-12) Conflict Resolution (GS-12) Marketing (GS-12) NEI I (GS-12) NEI II & NEI III (GS-13) Advanced Discipline/Function Related Training Advanced Presentation Skills (GS-13) Introduction to Supervision (GS-13) 12 Business Semester Credits (GS-13 for APC) APC Continuous Learning Requirements (GS-13 if APC member) Design Build Training
		Developmental Assignments		Technical Field Problem Investigation and Resolution (GS-13) Technical Presentations/Publications Outside the Command (GS-13) Formal Technical Lectures/Briefings (GS-13)
		Professional/Technical Society Participation		Professional Society Participation (GS-12) Civic Involvement Technical Committee Participation/Leadership (GS-13) Acquisition Professional Community (APC) Member (GS-13)
		Leadership (LDI)		LDI Tier I (GS-12) LDI Tier II (GS-13)

APPENDIX C