

**Washington Management Service
Job Value Assessment Chart
Individual Contributor
Profession-based Positions**

(2) DECISION MAKING AND POLICY IMPACT

1 Latitude and discretion for making decisions and applying judgment are guided by familiar and reliable policies, published guidelines and regulations with established limits. Judgment and analysis are made in known and familiar areas where there are reliable precedents and regulations and are tactical rather than focused on long range strategic outcomes.

2 Latitude and discretion for making decisions are guided by broad departmental policies where precedents for judgments and actions are not always clear and where analysis requires thinking in somewhat unknown and unfamiliar areas and where decisions impact programs and operational effectiveness on a strategic level, typically over periods of at least one or more years.

3 Authority for making decisions is granted from the agency head or designee and authorizes judgments having long term impact on agency mission and operational effectiveness. Significant risk is involved in decisions and requires analysis in unknown and unexplored areas having widespread effect on a substantial segment of citizens or clients or the internal effectiveness of an agency where decisions involve consequences of significant risk of failure.

(1) ACCOUNTABILITY - Scope of Control and Influence	A	B	C	D	A	B	C	D	A	B	C	D
<p>W Position is accountable for providing reliable and professionally sound guidance, consultation and advice within the legal, scientific, technical, administrative and other profession-based fields encompassed by the position's defined scope of expertise. The position shares in accountability for outcomes of the guidance, consultation and advice provided to the agency or its designated staff and may include monitoring, measuring and reporting on unit performance. Although typically not a supervisory position, the position may provide work direction to support staff who may assist in producing the position's work product.</p>	437	469			501	560						
<p>X Position is accountable for providing reliable and professionally sound guidance, consultation and advice at an <i>advanced level of expertise</i> in the legal, scientific, technical, administrative and other profession-based fields of the position's defined scope of expertise. The impact of the position's consultative and advisory work is highly consequential in terms of such issues as the agency's quality, effectiveness and extensiveness of services, exposure to legal liability, security of information and quality of scientific or technical design outputs. The position may serve as a lead person over other positions that perform work in profession-based disciplines in the position's required fields of expertise and may provide work direction in those fields where the position's advanced level of expertise is required for assuring the work quality of those other positions.</p>						589	724			618	790	995
<p>Y Position is accountable for <i>assuring the quality and professional soundness</i> of counsel, advice and guidance in the position's defined fields of expertise where <i>outcomes are critical</i> to the agency's operations, delivery of services, security, legal liability, or scientific and technical performance. In providing these professional services, the position shares materially with senior executive management in materially affecting the agency's performance and its accountability for performance outcomes. The position may oversee, train and provide work direction to others who hold positions in the agency in advanced profession-based disciplines who also provide consultative and advisory services to agency managers.</p>											856	1187

(3) NATURE OF MANAGEMENT - Knowledge, Skills and Abilities

- A. Substantial competence is required in a recognized profession-based discipline, typically requiring licensure or professional certification and usually requiring an advanced university degree such as a Masters, JD, CPA, or PhD; Or, alternatively, specialized experience in a profession-based discipline unique to an agency's central mission. The emphasis of the position's competence is directed to informing and advising agency management about effects of policy; regulatory control; procedures in agency operations; technology; administration; and service delivery. These bodies of knowledge are distinguished from those requiring design or development of new, inventive or complex programs or systems.
- B. An advanced level of expertise is required in a profession-based discipline usually requiring licensure or professional certification and usually requiring an advanced university degree such as a Masters, JD, CPA, PhD or doctorate in medical or dental practice; Or substantial experience in a highly specialized field unique to an agency's programmatic or regulatory services. In addition to the advanced degree or specialized experience requirement, the position requires successful performance at an increasingly challenging level in the designated field of expertise for a period clearly establishing required expertise. Duties require demonstration of the ability to develop highly effective methods and practices in the designated field of expertise leading to achievement of successful outcomes for the agency. Long range planning is focused on advising regarding strategies for successful future operations.
- C. Recognized mastery of a profession-based discipline is required that usually requires licensure or professional certification and usually requires an advanced university degree such as a Masters, JD, CPA, PhD or doctorate in medical or dental practice together with successful performance at an increasingly challenging level in the designated field of expertise for a period clearly establishing an advanced level of competence in the profession-based field. Or extensive practice of a profession-based discipline unique to an agency's central mission with those same experiential criteria described above. The position requires the capability of providing innovative and highly effective solutions for agency executive management in technically or scientifically complex situations or in exceptionally sensitive legal or political circumstances. The position may require leadership ability for overseeing or providing work direction to professional staff. Long range planning is focused on advising agency administration on programmatic and infrastructure development five or more years in advance.
- D. The position requires statewide, national or internationally recognized mastery of a profession-based discipline critical to the governmental purpose of the State. This may include the requirement for exceptional inventiveness or for strategic and long-term visionary and conceptual thinking and advice affecting the agency's and the State's viability.