

Benchmark/ Discipline/ Function	Code	Title	Description	GI CSR US
F	APM	Project/Program Management	Plans, monitors and manages internal projects from initiation through completion. Secures required resources and uses formal processes and tools to manage resources, budgets, risks and changes. Manages projects to ensure on-time completion according to specifications and within budgeted costs. At the higher levels, incumbents manage large multifaceted projects; at lower levels, incumbents may be concerned with clearly identifiable elements or functions within a larger project. Typically incumbents matched to this function are working towards or have achieved certification in project management.	X
B	APM020-EX	Top Facilities Construction Project Management Executive	Has primary responsibility for directing the development of plans and designs for major construction or modernization projects Oversees architects, project managers, and external contractors to ensure compliance with design specifications, schedules and contractual commitments Directs and plans for the effective use of construction resources and project operating budget Represents the organization in matters associated with land development, planning commissions, city and county governing bodies, and miscellaneous associations	X
D	APM000	Project/Program Management Generalist/Multidiscipline	Plans, monitors and manages internal projects from initiation through completion Leads or coordinates project planning, resourcing, staffing, supply and subcontract management, progress reporting, troubleshooting and people management Ensures project results meet requirements regarding technical quality, reliability, schedule and cost Monitors performance and recommends schedule changes, cost adjustments or resource additions Responsibilities are within the Project/Program Management Function as a generalist or in a combination of Disciplines	X
D	APM010	Information Technology Project Management	Manages all aspects of a diverse IT project or multiple IT projects, typically involving multiple Disciplines in the IT Function Utilizes expertise and leadership skills to direct staff and to resolve issues to ensure project goals and requirements are met At senior levels may employ Scrum Master techniques in Agile development practices	X
D	APM020	Facilities Construction Project Management	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	X
D	APM030	Engineering Project Management	Leads or coordinates project planning, resourcing, staffing, progress reporting, people management and troubleshooting for engineering projects Ensures project results meet requirements regarding technical quality, reliability, schedule and cost	X
D	APM050	Product Development Project/Program Management	Leads or coordinates cross-functional project/program teams from design to delivery of fully-developed products that are ready for customer use Monitors performance and recommends schedule changes, cost adjustments or resource additions Investigates facts and develops solutions to problems during the design and planning phases Provides timely and accurate information and status updates to functional leaders May be responsible for feasibility studies, field trials management, identifying product gaps, defining product requirements and engaging with customers to understand market needs and trends	X
D	APM060	Resource Management	Manages employee resources on a "pool" basis Ensures that resources of suitable skills and caliber are available for tasks and activities as required Manages the education, planning, skills enhancement, costing, etc., associated with resources	X
D	APM999	Project/Program Management - No Applicable Discipline	Responsibilities are within the Project/Program Management Function but are not described in other Discipline summaries	X
F	ARO	Research and Development	Has primary responsibility for both applied research/engineering development and (where it exists) basic fundamental, theoretical ("blue sky") research. Applied research responsibilities include research into specific applications such as improved quality of existing products, more cost-effective manufacturing processes, a new product line or a new area of business. Basic research includes the design of fundamental, theoretical ("blue sky") investigations that expand knowledge but do not specifically result in new products, new processes or new business areas.	X
B	ARO000-EX	Top Research and Development Executive	Has primary responsibility for basic theoretical and experimental scientific and technological investigation directed toward the acquisition of new knowledge Plans and directs the identification, evaluation and development of new scientific concepts and/or technologies to provide solutions to identified problems Plans and directs the identification, collection and evaluation of new product ideas or strategic product extensions to determine their potential to address customer needs and to achieve goals in revenue growth and market share Oversees the translation of research discoveries into usable and marketable products	X

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F	ARP	Product Development	Discovers, develops and evaluates new product ideas, enhancements to existing products or strategic product extensions, and translates research discoveries into usable and marketable products. Leads, plans and tracks all phases of the product life cycle, from inception to introduction into the marketplace. Appraises new product ideas to determine their potential to address customer needs and to achieve goals in revenue growth and market share. Establishes product specifications and coordinates with various functions, including Engineering, Manufacturing, Marketing and Sales, to ensure successful product development and implementation.	X
D	ARP000	Product Development Generalist/Multidiscipline	Discovers, develops and evaluates new product ideas, enhancements to existing products or strategic product extensions, and translates research discoveries into usable and marketable products Leads, plans and tracks all phases of the product life cycle, from inception to introduction into the marketplace Develops design briefs for new product ideas, including specifications, sketches and/or models to present a clear, focused concept for strategic consideration Responsibilities are within the Product Development Function as a generalist or in a combination of Disciplines	X
D	ARP010	Product Development - Physical Science	Initiates, leads, conducts and supports product development based on chemistry, earth sciences, physics or metallurgy	X
D	ARP020	Product Development - Health Science	Initiates, leads, conducts and supports product development based on medicine, nuclear medicine, dentistry, osteopathy or veterinary medicine	X
D	ARP030	Product Development - Life Science	Initiates, leads, conducts and supports product development based on biology, bio-tech, physiology, pharmacology, neurosciences, microbiology, agriculture, food, genomics, bioinformatics, bacteriology or stem cell research	X
D	ARP035	Food Science/Technology	Develops and formulates new or improved food products or processes Documents processes, formulas, ingredients and results related to production tests, samples and product evaluations Conducts taste-test panel evaluation with test batches for new products or processes Typically has a strong working knowledge of food science, health and nutrition, food manufacturing processes, quality assurance principles, ingredient functionality and supply, and market research practice	X
D	ARP040	Product Development - Mathematics, Statistics and Computer Science	Initiates, leads, conducts and supports product development based on mathematics, statistics or computer science	X
D	ARP050	Product Development - Engineering	Designs, validates and brings new products to market Specifies precise new product functional requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability and safety Designs, develops, executes and evaluates fitness-for-use testing, product specifications and process validation plans; creates and reviews material part specifications and bills of materials Collaborates with internal manufacturing partners, contract manufacturers, designers and product specialists to optimize designs for manufacturability Utilizes CAD (Computer Aided Design) or CAE (Computer Aided Engineering) systems to model new designs and produce detailed engineering drawings	X
D	ARP080	Product Development - Creative Design/Industrial Design	Creates and develops the look of products (e.g., shape, color and size) with a focus on product external appearance rather than internal functionality Evaluates the feasibility of design ideas based on factors such as appearance, safety, function, serviceability, budget, production costs/methods and market characteristics	X
D	ARP999	Product Development - No Applicable Discipline	Responsibilities are within the Product Development Function but are not described in other Discipline summaries	X
F	ARR	Product Development Support	Provides technical support to discovery and development of new product ideas or strategic product extensions. Participates in analytical, experimental, investigative and other fact-finding work in support of product development scientists and engineers. Collects and classifies new product ideas. Captures specifications for product requirements and functionality.	X
D	ARR000	Product Development Support Generalist/Multidiscipline	Provides technical support to discovery and development of new product ideas or strategic product extensions Collects and classifies new product ideas or strategic product extensions to support evaluation of their potential to address customer needs and to achieve goals in revenue growth and market share Captures specifications for product requirements and functionality Supports the development of design briefs for new product ideas, including specifications, sketches and/or models to present a clear, focused concept for strategic consideration Responsibilities are within the Product Development Support Function as a generalist or in a combination of Disciplines	X
D	ARR010	Product Development Support - Physical Science	Participates in analytical, experimental, investigative and other technical fact-finding work in support of scientists and/or engineers engaged in product development in the fields of chemistry, earth sciences, physics or metallurgy	X

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D	ARR020	Product Development Support - Health Science	Participates in analytical, experimental, investigative and other technical fact-finding work in support of scientists, physicians and/or engineers engaged in product development in the fields of medicine, nuclear medicine, dentistry, osteopathy or veterinary medicine	X
D	ARR030	Product Development Support - Life Science	Participates in analytical, experimental, investigative and other technical fact-finding work in support of scientists, physicians and/or engineers engaged in product development in the fields of biology, bio-technology, physiology, pharmacology, neurosciences, microbiology, agriculture, food, genomics, bioinformatics, bacteriology or stem cell research	X
D	ARR040	Product Development Support - Mathematics, Statistics and Computer Science	Participates in analytical, experimental, investigative and other technical fact-finding work in support of scientists and/or engineers engaged in product development in the fields of mathematics, statistics and computer science	X
D	ARR060	Product Development Technical Writing	Develops clear-written materials to support product development activities such as operations, maintenance or repair manuals, tutorials, specifications and help systems Interviews technical staff to collect product information and specifications Collects and organizes technical information and product images and coordinates layout for publication Adheres to established terminology, style and editorial quality standards	X
D	ARR070	Product Development Library/Knowledge Management	Organizes and maintains the product development research library Catalogs documents, papers and written materials as well as electronic materials Implements new or improved storage and retrieval systems Responds to various information requests from product development staff	X
D	ARR999	Product Development Support - No Applicable Discipline	Responsibilities are within the Product Development Support Function but are not summarized in other Discipline summaries	X
F	ARS	Research Science	Performs basic theoretical and experimental scientific and technological investigation directed toward the acquisition of new knowledge. Research activities are typically outside the normal planning horizon of the organization's business units and encompass such endeavors as enlarging and systematizing the knowledge base in science and technology, and understanding the limitations of technology and how to apply its capabilities. Publishes activities, findings and conclusions in recognized scientific publications and presents same at appropriate scientific conferences and forums.	X
D	ARS000	Research Science Generalist/Multidiscipline	Performs basic theoretical and experimental scientific and technological investigation directed toward the acquisition of new knowledge Prepares comprehensive documented observations, analyses and interpretations of results, including technical reports, summaries, protocols and quantitative analyses Publishes activities, findings and conclusions in recognized scientific publications and presents same at appropriate scientific conferences and forums Documents research leading to patent disclosure or technical and/or scientific advancement Responsibilities are within the Research Science Function as a generalist or in a combination of Disciplines	X
D	ARS010	Research Science - Physical Science	Initiates, leads, conducts and supports discovery and validation of research in chemistry, earth sciences, physics or metallurgy Prepares comprehensive documented observations, analyses and interpretations of results, including technical reports, summaries, protocols and quantitative analyses Publishes activities, findings and conclusions in recognized scientific publications and presents same at appropriate scientific conferences and forums Documents research leading to patent disclosure or technical and/or scientific advancement	X
D	ARS999	Research Science - No Applicable Discipline	Responsibilities are within the Research Science Function but are not described in other Discipline summaries	X
F	AZE	Engineering	Performs engineering work in operations, production, construction or maintenance environments. Designs and scales up manufacturing processes, instruments and equipment and tests manufactured products to maintain quality. Plans, designs and estimates time and cost and oversees construction and maintenance of structures, facilities, systems and components. Analyzes and develops solutions to engineering problems related to manufacturing equipment and systems or the causes of component failures. Develops and applies engineering standards and procedures and provides advice on issues within the engineering field.	X
B	AZE000-EX	Top Engineering Executive	Has primary responsibility for the engineering aspects of the organization's operations Responsibilities typically include facilities planning, process engineering, maintenance and application of automation and advanced technology, and engineering work relating to new product development	X
B	AZE030-EX	Top Quality Control Executive	Has primary responsibility for all aspects of quality control programs in the manufacturing process Develops methods to check the quality of new products and improve the quality of existing products Monitors procedures already in operation to maintain quality standards of existing products and develops innovative programs to focus employees on improving product quality	X

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D	AZE000	Engineering Generalist/Multidiscipline	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	X
D	AZE010	Chemical Engineering	Performs engineering work related to the operation of chemical plant equipment and processes Maintains and operates chemical production equipment such as condensers, absorption and evaporation towers, columns and stills Coordinates maintenance and operation of chemical production equipment such as mixing, crushing, heat transfer, distillation, oxidation, hydrogenation and polymerization May specialize in the processes pertaining to specific chemical products such as gasoline, synthetic rubber, plastics, detergents, cement, or paper and pulp	X
D	AZE030	Quality Assurance Engineering	Develops and implements methods and procedures for process control, process improvement, testing and inspection to ensure that the products are free of flaws and function as designed Designs and installs sophisticated testing equipment and performs product testing and analysis to maintain quality levels and minimize defects and failure rates Analyzes reports and defective products to determine trends and recommend corrective actions Collaborates with supplier representatives on quality problems, ensures that effective corrective actions are implemented and contributes to supplier quality improvement programs	X
D	AZE040	Civil Engineering	Plans and designs structures and facilities such as bridges, railroads, roads, airports, harbors, dams, irrigation projects, pipelines, tunnels, power plants and other projects Analyzes proposed projects to ensure structural reliability, resource efficiency and cost-effectiveness May construct models to identify project specifications and meet related needs	X
D	AZE050	Electrical Equipment Engineering	Plans and implements the design, manufacture, installation and/or maintenance of electrical systems and apparatus, such as electric motors, machinery controls, lighting, wiring and power systems/devices, for the generation, transmission and control of electric power	X
D	AZE060	Process Engineering	Develops and modifies process formulations, methods and controls to meet quality standards Recommends and implements improvements, modifications or additions to document work Reviews product development requirements for compatibility with processing methods to determine costs and schedules Integrates equipment and material capabilities to meet process module target specifications and technology target specifications	X
D	AZE070	Industrial Engineering	Develops, designs and plans equipment and machine layouts, workflow and safety precautions to maximize utilization of plant and manufacturing facilities Ensures compliance with established industry safety and design standards and guidelines Evaluates worker productivity and recommends improvements to increase manpower efficiency and operating performance, reduce waste and delays and promote cost control/reductions Develops metrics to measure plant and equipment capacity output and identifies equipment and process flow bottlenecks Establishes accident prevention measures and plans and schedules training programs for personnel concerning all phases of production operation	X
D	AZE080	Manufacturing Engineering	Plans, designs and constructs manufacturing facilities and related structures Determines facility specifications, including analysis and evaluation of location, material resources and structural design Resolves technical problems and recommends production improvements	X
D	AZE090	Tool and Design Engineering	Develops and designs a variety of tools, machinery and equipment, such as shaping and cutting tools, dies, gauges and fixtures, for manufacturing and experimental purposes Consults with plant and manufacturing personnel to determine tool specifications and requirements Evaluates tools and machinery to improve quality and performance	X
D	AZE110	Mechanical Engineering	Directs and coordinates fabrication, installation, operation, application, maintenance and repair of mechanical or electromechanical machines, equipment, tools, engines and systems Ensures that quality levels and industry standards are maintained or improved in the manufacturing process Oversees installation, operation, maintenance and repair of equipment such as centralized heat, gas, water and steam systems Evaluates mechanical products to determine their cost effectiveness and efficiency May evaluate field installations and recommend design modifications to eliminate malfunctions	X
D	AZE120	Environmental Engineering	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 to ensure compliance with regulatory agency policies	X

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D	AZE130	Computer Control Systems Electronics Engineering	Implements, tests, troubleshoots and improves electronic automation and controls systems in manufacturing/production/operations processes to increase production quality, efficiency and volume Checks control system schematics and specifications and uses software and testing equipment to diagnose and resolve system malfunctions Develops and defines control system applications for various machinery and equipment using technologies or platforms such as ladder logic programming for programmable logic controllers (PLCs), human machine interfaces (HMI), data control systems (DCSs), supervisory control and data acquisition (SCADA), computerized numerical control (CNC) systems or motion control technology	X
D	AZE140	Electronic Engineering	Designs, fabricates, tests, implements and modifies electronic components, products and systems in a production setting Establishes test procedures and systems for inspection of incoming electronics components Develops, tests and implements engineering change orders (ECOs) for design revisions Analyzes and evaluates new or improved electronic components	X
D	AZE150	Packaging Engineering	Develops and designs packaging equipment and materials for safe, convenient and attractive transport of goods under a variety of conditions Analyzes engineering drawings and specifications to determine the required type of packaging materials and to maximize convenience, utility and function based on the product's physical characteristics, safety and special-handling requirements Evaluates packaging and transporting methods and procedures to ensure compliance with safety and quality standards Evaluates and recommends efficient packing procedures, innovations in packaging materials, and utilization of sealing and fastening devices	X
D	AZE160	Safety Engineering	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	X
D	AZE165	Welding Engineering	Develops welding techniques, procedures, and application of welding equipment to problems involving fabrication of metals by utilizing knowledge of production specifications, properties and characteristics of metals and metal alloys, and engineering principles Conducts research to develop and test new fabrication processes and procedures, improve existing or develop new welding equipment, develop new or modify current welding methods, techniques, and procedures or discover new patterns of welding phenomena Establishes welding and inspection procedures that comply with regulatory code requirements and serve as guides for production and welding personnel Ensures quality control and welding personnel are qualified/certified and maintains compliance with established procedures Maintains current knowledge of regulatory developments in welding/hot tapping fields	X
D	AZE170	Structural/Facilities Engineering	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; 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	X
D	AZE999	Engineering - No Applicable Discipline	Responsibilities are within the Engineering Function but are not described in other Discipline summaries	X
F	AZT	Technical Specialty/Skilled Trade	Provides technical support to engineers and scientists in areas such as production, operations, maintenance, safety, testing, process improvement or product development. Uses schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting on electronic or mechanical components, equipment or systems. Gathers, maintains, formats, compiles and manipulates technical data using established formulae and procedures and performs detailed mathematical calculations.	X

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B	AZT005-EX	Top Maintenance Executive	Has primary responsibility for developing and implementing the maintenance policies of the organization's manufacturing facilities aimed at improving equipment availability, capability and yield	X
D	AZT000	Technical Specialty/Skilled Trade Generalist/Multidiscipline	Provides technical support to engineers and scientists on a variety of technical tasks Develops and recommends procedures and methods and prepares technical reports and documentation Performs technical evaluations of events to determine root cause; recommends corrective action Responsibilities are within the Technical Specialty/Skilled Trade Function as a generalist or in a combination of Disciplines	X
D	AZT010	Equipment Maintenance Technical Specialty	Performs preventive maintenance and repairs on equipment and systems (e.g., mechanical, electrical) Evaluates and recommends equipment improvements to improve availability, capability and yield Performs equipment failure analyses (including preventive and unscheduled maintenance) Troubleshoots and diagnoses equipment problems Prepares technical reports to document equipment modifications and equipment maintenance procedures	X
D	AZT015	Civil Engineering Technical Specialty	Supports engineers in the planning, design, and supervision of the construction of structures and facilities such as bridges, railroads, roads, airports, harbors, dams, irrigation projects, pipelines and tunnels Monitors and inspects completed and in-progress construction work and may performs tests to ensure quality standards are met Compiles and analyzes traffic patterns, hydrological and meteorological information and other engineering data Prepares detailed site layouts and specifications Reviews and analyzes design drawings for feasibility, performance, safety and durability	X
D	AZT020	Calibration Technical Specialty	Performs precise calibrations and preventive and corrective maintenance on measuring and test equipment, instruments, tools, gauges and fixtures Sets up test equipment and conducts tests on performance and reliability of mechanical, structural or electromechanical equipment Develops calibration operating procedures and documentation for all instruments Selects and procures instrument spare parts to minimize machine downtime Coordinates calibration with outside contractors for equipment that cannot be maintained internally	X
D	AZT030	Product Test/Debug Technical Specialty	Debugs and troubleshoots failed electronic components, assemblies and systems using test equipment and schematics Monitors component failures and initiates supplier notification if defect rates exceed acceptable levels Identifies and resolves issues that adversely affect test yields Collaborates with engineering and manufacturing teams to establish production test plans and processes Compiles and maintains test-related documentation, including test plans, procedures, results and reports	X
D	AZT040	Facilities Technical Specialty	Operates, monitors and maintains utilities, including HVAC (heating, ventilation and air conditioning) setup, maintenance and balancing, WFI (water for injection), purified water and process equipment Maintains, troubleshoots and repairs facilities mechanical components and electrical equipment and systems in accordance with SOPs (standard operating procedures), internal requirements, manufacturer's specifications and safety policies Develops, maintains and secures a spare parts inventory of basic maintenance hand and power tools Recommends purchase of maintenance tools, equipment and supplies as required to streamline processes and increase efficiency Assists engineers in developing methods and procedures to control or improve facilities processes	X
D	AZT050	Process Technical Specialty	Provides technical support to engineers to achieve improvements in cycle-time, yield, unit cost, quality, safety and compliance of production and operations processes Monitors instruments and equipment and collects operating data, including calibration, inspection, testing and repair activities, to assist in making on-line adjustments to instruments, equipment or products Analyzes and resolves malfunctions and deviations of instruments and control systems to identify and resolve problems Conducts analyses and prepares reports using metrics from salvage tracking, trending, reporting and root-cause analyses Maintains process designs to optimize process and facility use while conforming to standard operating procedures (SOPs) and Good Manufacturing Practices (GMPs)	X
D	AZT060	Quality Control/Inspection Technical Specialty	Provides technical support to the quality and quality engineering (QE) functions Conducts nondestructive examination (NDE) and quality control (QC) inspections on products, materials, components, parts, etc., at various stages of the production process to ensure compliance with established quality and reliability standards Captures and analyzes statistical data from processes to either confirm compliance with established standards or identify deviations from standards Recommends new or enhanced methods, procedures and standards	X

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D	AZT070	Test Equipment Technical Specialty	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	X
D	AZT080	CAD/CAE Drafting Technical Specialty	Prepares and maintains detailed design drawings, schematics or specifications typically using computer-aided design software Works closely with design originators (e.g., engineers, designers) to resolve design details or discrepancies or to prepare drawings of unusual, complex or original designs which require a high degree of precision using computer-aided drafting (CAD) or computer-aided engineering (CAE) equipment Creates, modifies and controls detailed two- and three-dimensional parts and assembly drawings from engineers' and technicians' sketches, plans and written and verbal instructions Develops and maintains drafting standards and procedures Evaluates and recommends purchase of CAD/CAE-related computer hardware and software	X
D	AZT085	Design and Drafting	Prepares drawings for civil engineering projects such as bridges, highways, waterfront facilities, sanitary and drainage systems, traffic systems, tunnels, mass transit systems, airports, commercial and industrial buildings, dams and reservoirs Prepares drawings or schematics of electronic power distribution systems involving electronic circuitry Prepares drawings for HVAC (heating, ventilating and air conditioning) systems, piping systems, refrigeration systems and equipment machinery, engines and mechanical apparatus Prepares drawings for vehicle (e.g., automobiles, planes, motorcycles) design and production Prepares maps, cross-sections, logs, graphs and charts used in resource exploration operations	X
D	AZT090	Production/Operations Laboratory Technical Specialty	Assists engineers and scientists with a variety of laboratory tasks Performs chemical and/or physical analyses or scientific tests using both routine and special techniques in compliance with all safety and infection control standards Collects, analyzes and processes laboratory samples Records results of tests, organizes data, performs basic computations, and prepares reports and analyses using standard procedures and guidelines Installs, operates, maintains and repairs laboratory test equipment, apparatus, systems and supplies	X
D	AZT100	Biology Technical Specialty	Assists biologists with a variety of laboratory tasks in studying living organisms and infectious agents related to product development or quality control of production processes or products Analyzes organic substances such as blood, food and drugs	X
D	AZT110	Chemistry Technical Specialty	Assists chemists and chemical engineers conducting chemical and physical laboratory tests using instrumental techniques in making qualitative and quantitative analyses of solids, liquids and gaseous materials related to product development or quality control of production processes or products Performs quantitative and qualitative analyses in organic, inorganic, physical, analytical chemistry, photochemistry or electrochemistry to determine the chemical and physical properties of materials, liquids and gases	X
D	AZT120	Stationary Engineering Technical Specialty	Operates, monitors, adjusts, maintains and repairs stationary engines and mechanical equipment and systems used in production and operations under the overall guidance of stationary engineers Ensures that equipment such as generators, motors, turbines, boilers and complex fire safety systems in buildings and plants operate safely, economically and within established limits by monitoring meters, gauges and computerized controls either on-site or from a central location Performs repairs ranging from a complete overhaul to replacing defective valves, gaskets or bearings Records relevant events and facts concerning the operation and maintenance of equipment Conducts routine maintenance to maintain or improve operating efficiency such as lubricating moving parts, replacing filters, removing soot and corrosion from boilers, and adding chemicals to boiler water to prevent corrosion and harmful deposits	X
D	AZT130	Technical Documentation Control	Compiles and maintains technical documentation such as blueprints, drawings, change orders and specifications Examines documents to verify completeness and accuracy of data and resolves discrepancies with document originators Maintains computerized document control records management system and/or hardcopy documents to ensure compliance with all applicable and required standards, including GMP (good manufacturing practice) and QSR (quality system regulation) requirements Develops and maintains procedures and standards for maintaining documents and change control of documents, including document development, approval, production, distribution and amendment Plans and directs document and content management life cycles and may work with either structured or unstructured metadata	X

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D	AZT140	Skilled Trade Generalist/Multidiscipline	Performs installations, preventive maintenance and repairs on buildings, mechanical equipment and utility systems using one or more trade skills (e.g., electrical, mechanical, plumbing, carpentry) Prepares and maintains records of completed maintenance repair work Maintains current knowledge of all applicable procedures and safety measures	X
D	AZT150	Electrical Skilled Trade	Repairs, installs, replaces and tests electrical circuits, equipment and appliances using hand tools and testing instruments to supply electrical power for lighting, equipment and machine operations	X
D	AZT160	Welding Skilled Trade	Welds all types of commonly used metals and alloys of various sizes, shapes and thicknesses, including dissimilar metals such as copper to steel Operates various hand-welding, flame-cutting, hand-soldering or brazing equipment to weld or join metal components or to fill holes, indentations or seams of fabricated metal products May set up, operate and/or tend to robots that weld, braze, solder or heat treat metal products, components or assemblies	X
D	AZT170	Mechanical Skilled Trade	Repairs and maintains machinery and mechanical equipment such as motors, pumps, conveyors, belts, fans, air conditioners, etc. Examines mechanical equipment to diagnose malfunctions Adjusts, cleans and lubricates parts of mechanical devices as necessary Requisitions replacement parts and equipment Oversees contractors at supervisory/management level	X
D	AZT180	Machinery/Millwright Skilled Trade	Installs, modifies, moves, troubleshoots, repairs and dismantles machinery and equipment according to requisition documentation, layout plans, blueprints or other drawings Prepares installation site by constructing foundations and aligns and fastens machinery to the foundation using hoists, dollies, rollers, trucks, tools, squares, rules and micrometers Performs operational tests on newly installed, modified, repaired and moved machinery and equipment to ensure that it meets technical specifications Fabricates metal parts for prototype equipment based on drawings Programs PLCs (programmable logic controllers)	X
D	AZT190	Finishing/Coating/Painting	Paints, varnishes, stains, enamels, lacquers and redecorates walls, woodwork and fixtures Mixes paint and matches colors; uses brushes, sprayers or rollers to apply paint or other coatings Removes old finishes using a scraper, chemical compounds or a blowtorch Fills nail holes, joints and cracks in walls with plaster or other filler	X
D	AZT191	Carpentry	Performs the carpentry duties necessary to construct and maintain building woodwork such as bins, counters, shelves, benches, stairs, doors and windows Works from drawings or verbal instructions and uses a variety of carpentry hand and power tools Repairs high-grade articles of furniture such as cabinets, chairs, store fixtures and office equipment May operate hand saw, mortiser, drill press, wood lathe and related woodworking equipment	X
D	AZT192	Masonry	Performs the masonry work necessary to construct and maintain building and grounds such as walls and floors, furnace and boiler settings, stairs and sidewalks Applies and repairs plaster, concrete, bricks, pavers and stones May operate mixer, sander, concrete lathe and related masonry equipment	X
D	AZT999	Technical Specialty/Skilled Trade - No Applicable Discipline	Responsibilities are within the Technical Specialty/Skilled Trade Function but are not described in other Discipline summaries	X