

ESH Specialist

Interprets, recommends, and complies with environmental, health and safety regulations and/or company policies. Assists in planning for changes in physical facilities to meet new environmental requirements. Finds, evaluates, and prepares contracts for properly licensed hazardous waste disposal firms and monitors waste handling. Organizes and equips spill-control teams. Writes and updates environmental and spill-control manuals and procedures. Prepares environmental impact statements and applies for all new permits and renewals. Provides input to federal and state regulators through trade associations and industry groups for the writing and revision of regulations.

Level 1		Level 2		Level 3		Level 4	
ESH Specialist I		ESH Specialist II		ESH Specialist III		Sr. ESH Specialist	
Knowledge	Limited use and/or application of technical principles, theories, and concepts.	Frequent use and application of technical standards, principles, theories, concepts and techniques.		Complete understanding and wide application of technical principle, theories, and concepts in the field. General knowledge of other related disciplines.		Applies extensive technical expertise, and has full knowledge of other related disciplines.	
Problem Solving	Develops solutions to routine technical problems of limited scope.	Provides solutions to a variety of technical problems of moderate scope and complexity.		Provides technical solutions to a wide range of difficult problems. Solutions are imaginative, thorough, practicable, and consistent with organization objectives.		Develops technical solutions to complex problems which require the regular use of ingenuity and creativity.	
Discretion/Latitude	Work is closely supervised. Follows specific, detailed instructions.	Works under general supervision. Follows established procedures. Work is reviewed for soundness of technical judgment, overall adequacy and accuracy.		Works under only general direction. Independently determines and develops approach to solutions. Work is reviewed upon completion for adequacy, in meeting objectives.		Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives of assignment. Completed work is reviewed from a relatively long-term perspective, for desired results.	
Impact	Contributes to the completion of routine technical tasks. Failure to achieve results can normally be overcome without serious effect on schedules and programs.	Contributes to the completion of milestones associated with specific projects. Failure to achieve results or erroneous decisions or recommendations may cause delays in program schedules and may result in the allocation of additional resources.		Contributes to the completion of specific programs and projects. Failure to obtain results or erroneous decisions or recommendations would typically result in serious compliance or project objectives and might result in fines or additional regulatory oversight.		Guides the successful completion of major ESH programs and may function in a project leadership role. Erroneous decisions or recommendations would typically result in failure to achieve major compliance or project objectives and might result in fines or additional regulatory oversight.	
Liaison	Contacts are primarily with immediate supervisor, project leaders, and other professionals in the section or group.	Primarily internal company contacts. Infrequent inter-organizational and outside customer contacts on routine matters.		Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical issues associated with specific projects.		Represents the organization as the prime ESH contact. Interacts with external regulatory personnel on significant technical matters often requiring coordination between organizations.	
Education and Experience	0 – 1 years with BS	2 – 4 years with BS, 0 – 2 years with MS		5 – 8 years with BS, 3 – 6 years with MS		9 – 13 years with BS, 7 – 11 years with MS	