Project Engineer

Responsible for the day-to-day tactical duties for assigned programs. Oversees and coordinates the cost/schedule/technical aspects of ongoing engineering projects within the program guidelines set by the Program Manager and customer. Serves as single point-of-contact between engineering project management and planning, engineering project team, and line management. Reviews status of engineering projects and budgets; manages schedules and prepares status reports. Assesses engineering project issues and develops resolutions to meet productivity, quality, and customer-satisfaction goals and objectives. Develops mechanisms for monitoring engineering project progress and for intervention and problem solving with engineering project managers, line managers, and customers. Provides the coordination between resource managers/supervisors and ensures all necessary reviews and approvals are received. May conduct performance/project analyses during phase-down to benefit future/other engineering projects, missions, and programs.

	Level 1	Level 2	Level 3	Level 4
	Project Engineer	**Sr. Project Engineer**	**Principal Project Engineer**	**Sr. Principal Project Engineer**
Guidance Given/Assignments Received	Assignments are received in task-oriented terms. Provides direction to program team members using established policies and precedents. Work is reviewed for soundness of judgment and overall quality and efficiency.	Assignments are received in task-oriented terms. Provides direction to program team members using established policies and precedents. Work is reviewed for soundness of judgment and overall quality and efficiency.	Assignments are received in task and objective-oriented terms. Provides direction to subordinates and/or team members based on general policies and management guidance. Work is reviewed upon completion for adequacy in meeting objectives.	Assignments are received in objective-oriented terms. Provides guidance to subordinates and/or team members based on organizational goals and company policy. Work is reviewed in terms of meeting the organization's objectives and schedules.
Supervisory Relationships	Reports to Manager and/or Director of Project Engineering. Accomplishes tasks mainly through interaction and direction to engineering project team, could provide direction to non-exempt and entry-level exempt employees.	Reports to Manager and/or Director of Project Engineering. Accomplishes tasks mainly through engineering project team, providing direction to team members, may have direct supervision of non-exempt and entry-level exempt employees.	Reports to Manager and/or Director of Project Engineering. May accomplish results through lower level subordinate supervisors or through experienced exempt employees, team members who exercise significant latitude and independence in their assignments. Often heads a centralized functional activity.	Reports to Manager and/or Director of Project Engineering or Senior Engineering Management. May accomplish results through subordinate supervisors, team members or exempt specialist employees. Subject to approval, modifies the organizational structure of centralized functions and units. Often responsible for managing a staff function of the company.
Program Complexity	Developed or mature program with well defined program plans and delivery methodologies	Established development program for major component or small system, or production or logistics program for several components or medium systems.	Advanced developing engineering program of large subsystems or small total systems, or production or logistics program for major total system. Requires developing and managing unprecedented program plans or delivery methods across derivative and distinctive products.	Emerging developing engineering program of a major complex total system resulting in new products, programs and business opportunities. Requires developing and managing program plans of newly developed advanced concepts, theories and products.
Impact	Ensures that engineering projects are completed on schedule following established procedures and schedules. Erroneous decisions or recommendations or failure to achieve results might cause delays in program schedules and result in the allocation of more resources.	Ensures that engineering projects are completed on schedule following established procedures and schedules. Erroneous decisions or recommendations or failure to achieve results might cause delays in program schedules and result in the allocation of more resources.	Exerts influence in the development of overall engineering project goals. Ensures that engineering projects are completed on schedule and within budget. Erroneous decisions or recommendations or failure to assignments would normally result in serious delays to assigned engineering projects resulting in considerable expenditure of additional time, human resources, and funds.	Exerts influence in the development of overall objectives and long-range goals of the organization. Erroneous decisions or recommendations would normally result in critical delays and modifications to engineering projects or operations; cause substantial expenditure of additional time, human resources, and funds and jeopardize future business activity.

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Liaison	Manages small to intermediate engineering project teams. Liaison normally involves specific phases of a task, engineering project or operation. External contacts involve routine matters to understand, track, drill down, and question activities and issues in all functional areas in order to influence management and resolve conflict. Negotiation, leadership, assertiveness and follow-through skills are key to successful completion of tasks. Conducts briefings to Senior Management on project health.	Manages intermediate engineering project teams. Liaison normally involves specific phases of a task, engineering project or operation. External contacts involve routine matters to understand, track, drill down, and question activities and issues in all functional areas in order to influence management and resolve conflict. Negotiation, leadership, assertiveness and follow-through skills are key to successful completion of tasks. Conducts briefings to Senior Management on project health.	Manages intermediate to large engineering project teams. Frequent contacts with internal personnel and outside customer representatives at various management levels concerning operations or scheduling or specific phases of engineering projects or contracts. Conducts briefings and participates in technical meetings for internal management and external representatives concerning specific operations.	Manages large engineering project teams. Frequent contacts with equivalent level managers and customer representatives concerning engineering projects, operational decisions, scheduling requirements, or contractual clarifications. Conducts briefings and technical meetings for internal management and external representatives.
Scope	Responsible for the day-to-day tactical duties for assigned programs. Plan, direct or coordinate activities within specific programs. Analyzes workflow and assigns or schedules work to meet priorities and goals. May test, revise and/or correct errors in programs and/or systems. Meets with program managers, support staff, vendors, and customers to solicit cooperation and resolve problems. Develop and implement recovery plans for off-schedule and unanticipated events. Generate various reports/deliverables.	Responsible for the day-to-day tactical duties for assigned programs. Plan, direct or coordinate activities within specific programs. Analyzes workflow and assigns or schedules work to meet priorities and goals. May test, revise and/or correct errors in programs and/or systems. Meets with program managers, support staff, vendors, and customers to solicit cooperation and resolve problems. Develop and implement recovery plans for off-schedule and unanticipated events. Generate various reports/deliverables.	Responsible for the day-to-day tactical duties for moderately complex programs. Create, maintain and refine detailed engineering project plans, including work breakdown structures, track engineering project schedules and technical performance. Assist with resource allocation, shape priorities, coordinate interaction with the customer and users to keep the engineering project team focused on the right goals. Analyzes workflow and assigns or schedules work to meet priorities and goals. May test, revise and/or correct errors in programs and/or systems. Meets with program managers, support staff, vendors, and customers to solicit cooperation and resolve problems. Develop and implement recovery plans for off-schedule and unanticipated events. Generate various reports/deliverables.	Responsible for the day-to-day tactical duties for a highly complex program or group of programs. Accountable to oversee results of multi-functional engineering project teams. Monitor engineering project to ensure work, scope, schedule, and budget are well defined and maintained. Drive engineering project performance from initiation through delivery, interfacing with customer on technical matters and to solicit cooperation and resolve problems. Identify and prioritize engineering project needs and recruit appropriate resources, assigning individual responsibilities. Develop schedules to ensure timely completion and final delivery of a solution to meet the previously identified engineering project needs. Create, maintain and refine detailed engineering project plans, including work breakdown structures, track engineering project schedules and technical performance. Assist with resource allocation, shape priorities, coordinate interaction with the customer and users to keep the engineering project team focused on the right goals. May test, revise and/or correct errors in programs and/or systems. Develop and implement recovery plans for off-schedule and unanticipated events.

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	Project Engineer	**Sr. Project Engineer**	**Principal Project Engineer**	**Sr. Principal Project Engineer**
Minimum Education and Experience	3+ years of project engineering or related technical experience in a government contracting environment w/ BS with an emphasis in business, engineering, science or related field. Strong knowledge of project management tools and procedures. Strong people management, negotiation and presentation skills.	5+ years of project engineering or related technical experience to include 3 yrs project management experience in a government contracting environment w/ BS with an emphasis in business, engineering, science or related field. Strong people management, negotiation and presentation skills. Significant experience leading teams, improving capabilities and redesigning processes.	8+ years of technical experience to include 5 years project management experience in a government contracting environment w/ BS with an emphasis in business, engineering, science or related field. Significant demonstrable experience leading teams to the resolution of ambiguities and development of accomplishable plans to solve the problem. Significant experience implementing or improving measurement capability and managing multiple development groups. Demonstrated experience redesigning processes to achieve greater productivity, decision-making or enhanced customer service.	12+ years of technical experience to include 8 years project management experience in a government contracting environment w/ BS with an emphasis in business, engineering, science or related field. Significant demonstrable experience leading teams to the resolution of ambiguities and development of accomplishable plans to solve the problem. Significant experience implementing or improving measurement capability and managing multiple development groups. Demonstrated experience redesigning processes to achieve greater productivity, decision-making or enhanced customer service.