

Materials Specialist

Supports a team-based material organization. Performs activities in a variety of cross-functional areas including materials planning, total quality management, procurement, supplier quality assurance, supply chain, materials systems, customer service, etc. The incumbents may facilitate self-directed work teams, provide training in "core skill" areas to teams and peers and interact with internal customers and suppliers with respect to product planning, problem resolution, and process improvement. Incumbents are generally experienced in one or more areas of the material function.

Level 1		Level 2		Level 3		Level 4	
Materials Specialist I		Materials Specialist II		Materials Specialist III		Sr. Materials Specialist	
Knowledge	Limited use and/or application of basic principles, theories and concepts. Limited knowledge of industry practices and standards.	Frequent use and general knowledge of industry practices, techniques and standards. General application of concepts and principles.		Complete understanding and application of principles, concepts, practices and standards. Full knowledge of industry practices. Basic knowledge of engineering design.		Contributes to the development of new concepts, techniques and standards. Considered an expert in the field within the organization. Basic knowledge of engineering design.	
Problem Solving	Solves routine problems of limited scope and complexity following established policies and procedures.	Develops solutions to a variety of problems of moderate scope and complexity. Refers to policies and practices for guidance.		Develops solutions to a variety of complex problems. May refer to established precedents and policies.		Develops solutions to complex problems which require the regular use of ingenuity and innovation. Ensures solutions are consistent with organization objectives.	
Discretion/Latitude	Work is closely supervised. Follows specific detailed instructions.	Works under only very general supervision. Work is reviewed for soundness of judgment and overall adequacy and accuracy.		Work is performed under general direction. Participates in determining objectives of assignment. Plans schedules and arranges own activities in accomplishing objectives. Work is reviewed upon completion for adequacy in meeting objectives.		Work is performed without appreciable direction. Exercises considerable latitude in determining objectives and approaches to assignment.	
Impact	Contributions are usually limited to task-related activities. Errors do not typically have a major effect on the organization.	Contributes to the completion of organizational projects and goals. Errors in judgment or failure to achieve results would normally require a moderate expenditure of resources to rectify.		Exerts some influence on the overall objectives and long-range goals of the organization. Erroneous decisions or failure to achieve objectives would normally have a serious effect upon the administration of the organization.		Effects of decisions are long-lasting and heavily influence the future course of the organization. Errors in judgment or failure to achieve results would result in the expenditure of large amounts of company resources.	
Liaison	Contacts are primarily with immediate supervisor and other personnel in the section or group.	Frequent internal company and external contacts. Represents organization on specific projects.		Represents organization as a prime contact on contracts or projects. Interacts with senior internal and external personnel on significant matters often requiring coordination between organizations. Negotiates with suppliers.		Serves as consultant to management and special external spokesperson for the organization on major matters pertaining to its policies, plans and objectives. Negotiates with suppliers.	
Work Products (Examples may include but are not limited to)	Prepare material cost estimates. Maintain and control material budget for assigned programs. Ensure on-time delivery performance.	Prepare material cost estimates. Maintain and control material budget for assigned programs. Ensure on-time delivery performance.		Prepare material cost estimates. Maintain and control material budget for assigned programs. Ensure on-time delivery performance.		Prepare material cost estimates. Maintain and control material budget for assigned programs. Ensure on-time delivery performance.	
Minimum Education and Experience	1+ years of directly related experience with a Bachelor's Degree in Supply Chain, Business or a related field. Basic MS Word, PowerPoint and Excel skills. Knowledge of MRP systems software.	3+ years of directly related experience with a Bachelor's Degree in Supply Chain, Business or a related field. Intermediate MS Word, PowerPoint and Excel skills. Knowledge of MRP systems software.		6+ years of directly related experience with a Bachelor's Degree in Supply Chain, Business or a related field. Advanced MS Word, PowerPoint and Excel skills. Knowledge of MRP systems software.		10+ years of directly related experience with a Bachelor's Degree in Supply Chain, Business or a related field. Advanced MS Word, PowerPoint and Excel skills. Knowledge of MRP systems software.	