

21 - Technical Expertise - Depth of knowledge and skill in a technical area.

	Basic	Proficient	Advanced
Professional/ Specialist	<ul style="list-style-type: none"> • Applies technical knowledge to solve a limited number of problems • Possesses an in-depth knowledge in a technical area • Is able to develop technical solutions to common and relatively simple problems using existing methods or approaches • Is sought out for information, to provide input in his/he technical area • Attempts to keep informed about most cutting-edge technology in his/her technical area 	<ul style="list-style-type: none"> • Effectively applies technical knowledge to solve a range of problems • Possesses an in-depth knowledge and skill in a technical area • Is able to develop technical solutions to new or highly complex problems that cannot be solved using existing methods or approaches • Is sought out as an expert, to provide advice or solutions in his/he technical area • Keeps informed about cutting-edge technology in his/her technical area 	<ul style="list-style-type: none"> • Effectively applies technical knowledge to solve a very broad range of complex problems • Possesses a comprehensive and in-depth knowledge and skill in a technical area; considered an expert • Is able to develop cutting-edge technical solutions to the most sophisticated and extremely complex problems that cannot be solved using existing methods or approaches • Is sought out as the expert, to provide advice, direction, or solutions to the most complex problems in his/he technical area • Keeps informed about cutting-edge technology and knows how to apply it in his/her technical area
	Basic	Proficient	Advanced
Supervisor/ Manager	<ul style="list-style-type: none"> • Applies technical knowledge to solve a limited number of problems • Possesses an in-depth knowledge in a technical area • Is able to develop technical solutions to common and relatively simple problems using existing methods or approaches • Is sought out for information, to provide input in his/he technical area • Attempts to keep informed about most cutting-edge technology in his/her technical area 	<ul style="list-style-type: none"> • Effectively applies technical knowledge to solve a range of problems • Possesses an in-depth knowledge and skill in a technical area • Is able to develop technical solutions to new or highly complex problems that cannot be solved using existing methods or approaches • Is sought out as an expert, to provide advice or solutions in his/he technical area • Keeps informed about cutting-edge technology in his/her technical area 	<ul style="list-style-type: none"> • Effectively applies technical knowledge to solve a very broad range of complex problems • Possesses a comprehensive and in-depth knowledge and skill in a technical area; considered an expert • Is able to develop cutting-edge technical solutions to the most sophisticated and extremely complex problems that cannot be solved using existing methods or approaches • Is sought out as the expert, to provide advice, direction, or solutions to the most complex problems in his/he technical area • Keeps informed about cutting-edge technology and knows how to apply it in his/her technical area

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Director/ Executive	<ul style="list-style-type: none"> • Effectively applies technical knowledge to solve a range of problems • Possesses an in-depth knowledge and skill in a technical area • Is able to develop technical solutions to new or highly complex problems that cannot be solved using existing methods or approaches • Is sought out as an expert, to provide advice or solutions in his/he technical area • Keeps informed about cutting-edge technology in his/her technical area 	<ul style="list-style-type: none"> • Effectively applies technical knowledge to solve a very broad range of complex problems • Possesses a comprehensive and in-depth knowledge and skill in a technical area; considered an expert • Is able to develop cutting-edge technical solutions to the most sophisticated and extremely complex problems that cannot be solved using existing methods or approaches • Is sought out as the expert, to provide advice, direction, or solutions to the most complex problems in his/he technical area • Keeps informed about cutting-edge technology and knows how to apply it in his/her technical area 	<ul style="list-style-type: none"> • Has a long track record for effectively applying technical knowledge to solve a very broad range of complex problems • Is well known for possessing a comprehensive and in-depth knowledge and skill in a technical area; considered an expert • Drives self/organization to develop cutting-edge technical solutions to the most sophisticated and extremely complex problems that cannot be solved using existing methods or approaches • Is sought out and is a well-known expert, both inside and outside the organization, to provide advice, direction, or solutions to the most complex problems in his/he technical area • Helps to develop cutting-edge technology and applies it in his/her technical area