

FTCP FY09 OPSPLAN: Competency Development
Objective 1, Action 3: 2/5/09

- Objective 1: Define and describe the key steps an individual should take following initial TQP qualification to achieve status as a DOE-recognized expert. (Dave Chaney)**
- Action 3: Draft methods of potential designation/institutionalization of “Recognized” Experts**

Methods of potential designation/institutionalization of DOE Recognized Experts would follow from Qualification methods listed in Objective 1, Action 2 (Draft Attributes, Responsibilities and Qualification methods for current DOE/ NNSA Experts: January 23, 2009): “Qualification” methods include:

- 1) Oral Boards of technical peers, supervisors or approving officials, understanding that experts may have no technical peers;**
- 2) Written exams combined with demonstrated successful application of the technical discipline;**
- 3) Certification by a senior official (e.g., Central Technical Authorities (CTA), Chief of Defense Nuclear Safety (CDNS), Chief of Nuclear Safety (CNS), FTCP Chair, DOE/NNSA Undersecretary, etc.) or periodic recertification following completion of practical applications or a nomination process.**

Methods of Designating or Institutionalizing Recognized Experts after Qualification activities and completion of expert competencies include:

- 1) Listing FTCP Recognized Experts on the FTCP website;**
- 2) Issuing FTCP Certificates of Designation as FTCP Recognized Experts;**
- 3) Formulation of a FTCP Process Description institutionalizing/describing the process/criteria to achieve FTCP “Recognized Expert” status (including Appendix 1 activities).**

Appendix 1

DOE TECHNICAL PROFESSIONAL
CAREER DEVELOPMENT
PROGRAM DESCRIPTION (August 15, 2006)
Excerpt on Expert Base

Expert Base

The Expert Base phase of the TPCDP is directed toward a limited number of select employees who wish to continue to excel within their chosen profession. These employees are typically GS-15 or pay band IV, and, in select cases, they may become Senior Executive Service employees. The training and development program for these personnel is typically individually based and focused on achieving technical excellence within a specific discipline such as fire protection, criticality safety, structural engineering, or similar discipline. Employees in the Expert Base may continue to pursue advanced education to obtain a PhD in their technical discipline; in select cases, the Department will strive to support their choice through educational reimbursement or fellowship programs. Employees should also continue to pursue advanced training (not degree related) provided by professional organizations, educational institutions, other agencies, or commercial providers.

Employees in the Expert Base should also pursue other experiential opportunities in their technical discipline. At a minimum these experiential opportunities would involve short- and mid-term assignments within the Department in areas that allow for growth within their technical discipline. Such opportunities may include assignments on operational readiness review teams, accident investigation teams, assessment teams, or assisting other offices with a particular technical issue or project. Employees in the Expert Base should also pursue temporary assignments with other agencies or industry organizations to broaden their base of knowledge in their specific technical discipline.

In addition to continuing to pursue other education, training, and experience in their technical area, employees in the Expert Base should also pursue opportunities to participate on professional committees, such as standards-setting organizations, and should expect to earn professional certification before being promoted to the grade of GS-15 or Pay Band IV. The Department may support professional certification through training and reimbursement of certification costs on a case-by-case basis. Employees in the Expert Base should also periodically speak on topics and issues at outside conferences and publish articles in professional journals.

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