

FTCP FY09 OPSPLAN: Competency Development
Objective 1, Action 6: 4/09/09

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 6: **Develop white paper on approach to institutionalize “DOE/NNSA Recognized Expert”**

BACKGROUND: The benchmarking of other agencies indicates that “Recognized Experts” may be used in a training environment as Subject Matter Experts, but that industry and regulators generally rely on educational degrees from accredited universities, internal corporate/agency qualification and certification programs or Professional Engineer (PE)/ Independent Body Certifications and experience for operational/maintenance/functional expertise, without having a formal cadre of “FTCP Recognized Experts”.

Within DOE/NNSA, recognized experts are nominated by DOE/NNSA FTCP Site and HQ Agents by functional area and posted on the DOE FTCP website, in order that DOE FTCP Functional Area Qualification Standards (FAQS) recognized experts are made known within the DOE complex and used to maintain FAQS current.

Definition of DOE FTCP Recognized Expert:

“An individual qualified or previously qualified and experienced in performing a particular task, having comprehensive, intensive knowledge of the subject or process sufficient to provide advice in the absence of procedural guidance. A FTCP Recognized Expert may also be an individual, who by education, training, and/or experience is recognized as an expert on a particular subject or system, having:

- **extensive experience in problem solving after having been certified or trained in that organization’s internal program, and**
- **minimum educational level and extensive experience duration in a particular function (e.g., Plant Manager, Operations Manager, Maintenance Manager, Chemistry Manager, Radiation Control/Protection Manager), and**
- **experience and competence required to perform independent reviews of functional area problems, with the following attributes and responsibilities:**
 - **Attributes**
 - **Recognized as technically credible in a discipline or industry through certification (e.g., Professional Engineer, Certified Safety Professional by the American Society of Safety Professional, Certified Industrial Hygienist by the American Board of Industrial Hygienists, Certified Health Professional by the American Board of Health Physicists, etc.);**

- Possesses an advanced technical knowledge as evidenced by an advanced technical degree(s), publications (in peer-reviewed professional journals or under the auspices of a reputable publisher) and/or instruction in technical disciplines in the particular area;
 - Recognized for Technical Leadership in particular technical disciplines by its community of practice;
 - Maintains membership on professional committees, such as standards-setting organizations;
 - Possesses long-standing experience and success in resolving technically complex problems across a variety of technical missions;
 - Achieved innovative research/development accomplishments in particular technical disciplines.
 - Attained certain organizational technical positions (e.g., Authority Having Jurisdiction, Technical Directors, etc., DOE/NNSA Excepted Service Level 5's, etc.)
- Responsibilities
 - Maintains certification, consensus standard or committee involvement and technical discipline expertise through continuing learning or publication;
 - Establishes accessibility to the technical community to consult on technical issues, providing expert advice and judgment on complex technical problems and issues in the particular discipline;
 - Maintains involvement in peer reviews and expert panels applicable to the particular technical discipline;
 - Develops policy, technical standards and/or directives applicable to the particular discipline.

Approach to institutionalize “DOE/NNSA Recognized Expert”:

1. For purposes of FTCP use related to Defense Nuclear Facilities, promulgate the definition of FTCP Recognized Expert to all DOE/NNSA FTCP Agents for concurrence;

- 2. FTCP Chair approves FTCP Recognized Expert definition for posting on the DOE/NNSA FTCP website;**
- 3. FTCP Chair tasks Agents to revisit Functional Area Qualification Standard (FAQS) lists of Recognized Experts (posted on FTCP website under “Directives and Standards”) for their organizations, who meet the new FTCP Recognized Expert definition;**
- 4. For purposes of FTCP use related to Defense Nuclear Facilities, FTCP FAQS Sponsors (posted on FTCP website under “Directives and Standards”) recommend designation of “FTCP Recognized Expert” to the DOE FTCP Chair justifying nominees’ meeting the definition of FTCP Recognized Expert of para. 3 above;**
- 5. FTCP prepares and presents a “FTCP Recognized Expert” certificate to the now newly certified “FTCP Recognized Experts”.**