

Functional Area: Senior Technical Safety Manager	
11/1/2011	
Number	Qualifying Official(s):
2006: 1	Pat McGuire, Michael Mikolanis, Terry Spears
2006: 2	Edgar Gates
2006: 3	Pat McGuire, Michael Mikolanis, Terry Spears
2006: 4	Michael Mikolanis, Sheri Robinson, Brenda Mills
2006: 5	Pat McGuire, Michael Mikolanis, Terry Spears
2006: 6	Thomas Temple, Michael Mikolanis, Charles Harris, James Kekacs
2006: 7	David Hoel, Philip Prater, Brenda Mills
2006: 8	Yvonne Gentry, Augie Maniez, , Paulette Kenner (h), Darren Parham
2006: 9	Cindy Brizes, Howard Burgess
2006: 10	Pat McGuire, Michael Mikolanis, Terry Spears
2006: 11	Pat McGuire, Michael Mikolanis, Terry Spears
2006: 12	Pat McGuire, Michael Mikolanis, Terry Spears, Gary Borba
2006: 13	Pat McGuire, Michael Mikolanis, Terry Spears, Brent Gutierrez, Gary Borba
2006: 14	Scott Boeke, Marcia Delmore, William Dennis
2006: 15	Pat McGuire, Michael Mikolanis, Terry Spears
2006: 16	Jeff Crenshaw, Clarence Mabry, Angela Johnson
2006: 17	Amy Poston, Michael Mikolanis,
2006: 18	Gary Borba
2006: 19	David Hepner, Scott Stephenson
2006: 20	Helen Belencan, Terry Spears, Wade Whitaker
2006: 21	William Rowland, Brenda Mills
2006: 22	Charles Radford, Brenda Mills

2	Senior Technical Safety Manager	Version: 2006
Qualifying Official(s): Edgar Gates		Knowledge Level: Working
An STSM shall have a working level knowledge of the policies and procedures used to recruit, select, train, and qualify employees to establish and maintain technical competency.		
Supporting Knowledge and/or Skills		
<ul style="list-style-type: none"> a. Discuss planning, recruitment, and selection processes that can be used to acquire a technically competent workforce with the necessary knowledge, skills, abilities, and/or potential to accomplish the goals of the organization. b. Discuss the parameters of the Excepted Service Authority (ies), the circumstances which would dictate use of an Excepted Service Authority, and the process and procedures for using an Excepted Service Authority to recruit and hire. c. Discuss ways to motivate, reward, recognize, and retain excellent employees or recognize a major contribution to the organization using local rewards programs or programs described in the Departmental Administrative Flexibilities guide. d. Discuss the roles and responsibilities of the FTCP Panel and Panel Agents in the recruitment, selection, training, and retention of technical personnel. e. Describe methods used to assess an employee's unique developmental needs and why providing developmental opportunities to employees could contribute to the achievement of organizational goals. f. Describe in general, the training and qualification requirements for contractors specified in DOE O 5480.20A, Personnel Selection, Qualification, and Training Requirements for DOE Nuclear Facilities. g. Discuss the responsibilities of DOE elements in meeting the requirements for the Technical Qualification Program as described in DOE M 360.1-1B. h. Describe the Federal Technical Capability Program as defined in DOE M 426.1-1A, Federal Technical Capability Manual, and discuss that application of the program in your organization. i. Describe the following three types of mentoring relationships and discuss the types of goals that an organizationally sponsored mentoring program is intended to meet: <ul style="list-style-type: none"> o Supervisor; o Informal; and o Structured-Facilitated. j. Discuss the benefits to the Department and individual organizational units which could be realized through use of the following: <ul style="list-style-type: none"> o Mentoring Program; and o Special assignment/detail. k. Describe the process to obtain technical assistance and the types of assets available. l. Describe the process for enrolling or participating in the Department's technical assistance units. m. Describe the process for obtaining the technical assistance of an individual from another office on a temporary or detail basis. n. Describe other Departmental capabilities/resources that could be utilized to solve short-term technical safety issues. o. Conduct a workforce analysis to determine the gap in needed critical technical competencies for a given facility or site. p. Participate as member of an oral examination board for qualification in a TQP functional area. q. Review and evaluate the succession plan for a given facility or site. r. Lead or participate in a self-assessment of the implementation of an organization's technical qualification program in accordance with DOE M 426.1-1A. 		

11	Senior Technical Safety Manager	Version: 2006
Qualifying Official(s): Pat McGuire Michael Mikolanis Terry Spears		Knowledge Level: Working

An STSM shall have working level knowledge of waste management principles and practices.

Supporting Knowledge and/or Skills

- a. Discuss awareness of definitions of the following types of waste that may be provided in Federal laws and regulations:
 - o Low level waste;
 - o High level waste;
 - o Transuranic waste; and
 - o Mixed waste.
- b. Discuss the Department's policies and practices regarding the handling and management of waste as described in DOE O 435.1, Radioactive Waste Management.
- c. Discuss the Department's performance objectives and performance assessment requirements as outlined in DOE O 435.1.
- d. Discuss the Department's policies on waste management including:
 - o Generation reduction;
 - o Segregation;
 - o Minimization;
 - o Pollution prevention; and
 - o Disposal.
- e. Discuss how the following Acts apply to and impact the Department's waste management programs:
 - o Federal Facility Compliance Act (FFCA);
 - o Pollution Prevention Act of 1990; and
 - o Superfund Amendment Reauthorization Act.
- f. Demonstrate an understanding of the general requirements of Section 3116 of the 2005 National Defense Authorization Act regarding appropriate classification of waste.
- g. Demonstrate an understanding of the general requirements of the Resource Conservation and Recovery Act of 1976 as it applies to hazardous and mixed waste.
- h. Discuss the process for determining whether or not waste is hazardous.
- i. Describe the general requirements and issues associated with the transportation and packaging of radioactive wastes.
- j. Conduct an assessment of waste management practices at a given site/facility and prepare a report on how these practices can be improved.