

Workforce Competency Dictionary



NASA Competency Management System (CMS)

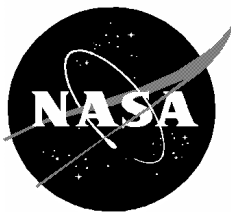
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PREFACE

PURPOSE

The NASA Competency Management System (CMS) is a collection of business processes and tools that are used to measure and monitor the Agency's corporate knowledge base. A competency is a conceptual representation of a body of knowledge. The competencies are used to categorize the capabilities of an employee, identify the knowledge requirements of a job position, forecast the workforce requirements for a project, and stimulate the interaction and sharing of knowledge across the Agency.

CMS USAGE POLICY

Intended Use

Strategic Human Capital Management: The Competency Management System is primarily a workforce-planning tool that will help the Agency ensure it has the competencies needed for the future workforce. It identifies competencies for employees, job positions, and program/projects. By combining this data with other related information (such as project schedules, mission priorities, allocated resources, etc.), it provides insight into the Agency's workforce capabilities, which enables appropriate decision makers to set guidelines for human capital programs (such as staffing, training, etc.). The program managers can use the competency information to augment other workforce information to align the workforce to the Agency's mission.

Integration of Business Processes: The Competency Management System provides a frame of reference. This allows business processes that are related, to map their objectives and data to competencies. This allows the exchange and integration of information between the processes utilizing a common language.

Employee Development: The Competency Management System provides employees and supervisors an additional avenue to help determine the knowledge areas. This sets the focus for defining the appropriate developmental activities that would further enhance the employee's capabilities.

Expertise Locator: The Competency Management System provides employees, supervisors, project managers, functional offices, enterprise management, and senior leadership the capability to locate expertise within the Agency's Workforce. It provides insight the Agency's Corporate Knowledge Base

Knowledge Management: The Competency Management System can help connect employees with the same or similar competencies into communities of practice. This allows other systems and tools, such as portals, to more easily connect the community with other knowledge management tools (such as Lessons Learned, Technical Documents, etc.) that are similar or related to the competency.

Communication Tool: The Competency Management System provides a mechanism to understand the Agency's Corporate Knowledge Base that enables improved communication across project, functional, and organizational boundaries in an effort to realize and apply the full capability of the workforce to accomplish NASA's mission by providing a consistent language and framework.

Restrictions and Limitations

Job Selection: The Competency Management System is not designed or used as an Agency employment and selection system. It does not meet, nor is required to meet, the Uniform Guidelines on Employee Selection Procedures (29 CFR 1607). When defining a job, competencies relate to, and can help define, the knowledge requirements for the position. But there are several other qualifications factors (such as duties, skills, abilities, location, job environment, etc.) that are defined and used during the competitive selection process. [For detailed information about the job selection process, see



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the NASA HR Desk Procedure on “The NASA Competitive Placement Plan for Positions GS-15 and Below (Including Trades and Labor Positions)”]

Pay Setting: Most employees are in pay systems that are position-based. This means that basic pay is determined by the classification of the duties and responsibilities of the position to a particular grade or pay level. . The intent of the federal pay system is to ensure that there will be equal pay for equal work. Competencies help to define the Knowledge part of the position requirements. Some competencies are required for a position and help to determine grade and pay. However, these competencies are defined and delineated via the job analysis and classification process, NOT through CMS. Other competencies an employee may possess are associated with an individual and do NOT apply to grade or pay determination. [For detailed information about pay setting, see the NASA Desk Guide on “Pay Setting”]

Employee Performance Evaluation: An employee’s performance plan will be based on an employee’s work assignments and responsibilities and must contain at least one element that addresses the individual’s performance and its relationship to NASA’s Strategic Plan. Competencies are a body of knowledge and therefore cannot be used to plan or evaluate employee performance. [For detailed information about employee performance, see the NASA Policy Guide 3430.1A “NASA Employee Performance Communication System (EPCS)”]

Task/Work Assignments: Competency information can provide supervisors with limited information about what an employee may know. It does not capture or communicate the other items that a supervisor would need in order to assign an employee to a particular task or job, such as how the employee applied their knowledge (which projects, products, tasks) how the employee performs, other special skills or capabilities that an employee may possess, availability of the employee, among others. The Competency Management System is not intended to replace supervisor judgment or direct communication with employees. [For detailed information about work assignments, contact your supervisor]

Other: Any application, or use of the competency data must comply with all related NASA HR Policies and Guidelines.

Privacy Act Notice:

Records that relate to employees contained in the Competency Management System (CMS) are subject to the Privacy Act and must be safeguarded against unauthorized disclosure in accordance with 14 C.F.R. 1212.605. Unauthorized disclosure of Privacy Act records may result in criminal penalties under 5 U.S.C. 552a(i)(1) and (2).

Disclaimer

The content in this section on the CMS Usage Policy is provided to the reader as a synopsis of how the competency information and implementation relates to selected NASA Human Resource Policies and Procedures, which are governed by extensive Federal Laws, Regulations, and Guidelines. This information does not supplement or supersede any NASA Agency, or Center, HR Policy or desk procedure. For any questions about competency information as it relates to personnel actions please contact the Human Resource Office at your Center.

BUSINESS RULES & GUIDELINES

- (1) Guidelines for the number of competencies per position: The intent of the process is to identify competencies that are required for a job position AND that would be utilized most of the time, or are critical knowledge areas for the position. It is not the intent of the system to capture every possible competency that could be used. Every position should have at least one competency identified, and for most positions it is expected there will be anywhere between 2 and 10 competencies assigned. The CMS system has enough fields to accommodate up to 20 competencies for any position, however, it is expected that there will be few positions that will need to be assigned more than 10 competencies.
- (2) Guidelines for the number of competencies per employee: Individuals are to identify the areas of knowledge that they have acquired through past education or work experience. However, it is not feasible, nor the intent of this system, to capture everything a person may know. Therefore, the employee should limit and select the competencies that best describe the knowledge areas that they have utilize most often in the present, or in the past. At a minimum, these should include the competencies that they are using in their current job position. Additional



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competencies should reflect only those bodies of knowledge that employees feel are current enough to be usable, with or without some refresher development, to a maximum of 20 competencies per person.

- (3) Rules for Primary Competency: For every job position, one of the required competencies should be designated as a "primary" competency. It should be the one that best describes, or represents, the knowledge that is utilized the most over a given fiscal year. All competencies identified for a job position are considered of equal value. The primary competency is used during the workforce planning process to help simplify forecasting and the data analysis.
(4) Rules for identifying required competencies for specific position types:
- Senior Executive Service (SES) All Senior Executive Positions will automatically be assigned Executive Management as a primary competency. They will also be automatically be assigned all of the level 2 NASA Leadership Knowledge Domain competencies. They should identify any other appropriate technical competencies that directly relate to the knowledge needed for the functional responsibilities of the position. The Senior Executive position is designated by a supervisory code of 2 and either of the following NASA Classification Codes: 67701 or 77001.
- Supervisory Positions all supervisory positions (designated in the Federal Personnel & Payroll System by a supervisory code of 2) will be automatically assigned one of the following Supervisory Competency Clusters below, depending on their NASA Classification Code. The Supervisory Competency Cluster will be automatically designated as the primary competency. In addition, all of the competencies that comprise the cluster will also be automatically added to the job position. Other appropriate technical competencies may be added as additional knowledge requirements for the job position. These additions should be made per the normal business operations of the system and HR policies.
- Project Work & Team Management: 77010, 77060, 77061
- Technical Work & Team Management: All 605, 700, and 900 series except 77010, 77060, 77061 & (77001 SES) Also 20101, 24501, 28501, 30107, 30113, 30501, 31502, 35501, 35502
- Business Work & Team Management: All other positions that do not fall into the first two categories, except for SES (67701 & 77001)
- Technicians should have Engineering and Science Support (11) as the primary competency with other technical competencies as secondary
- Administrative Officers should have Professional Administrative Operations (115) as the primary competency and other competencies as secondary. (Example: Financial Management, Budgeting Management, etc.)
- Secretary positions should have Para-Professional Business Operations (new) as the primary competency.
- student trainees/co-ops competencies are not required
Any exceptions to these business rules should be reviewed with Center CMS representatives
(5) Guidelines for Levels of Proficiency: Proficiency is a measurement of an employee's demonstrated level of capability utilizing the associated body of knowledge. It categorizes the depth of knowledge within any single competency or subcompetency. Reference the "Proficiency Guideline Table" in Appendix B.

REVISION HISTORY

Table with 4 columns: REVISION, DATE, COMP ID, CHANGE. Row 1: 5, 10/8/2004, See Appendix C for a summary of changes made to this revision. Row 2: 4b, 2/3/2004, NO CHANGES WERE MADE TO COMPETENCIES, Preface was added, Index was added, Cross Reference Table was added.



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REVISION	DATE	COMP ID	CHANGE
4a	1/21/2004		NO CHANGES WERE MADE TO COMPETENCIES New Competency Groupings replaced the previous hierarchy.
4	7/21/2003	64	Analytical and Computational Structural Methods has been clarified as a research competency and is applicable to structures discipline
		122	Program/Project Management was modified to separate out knowledge associated with program/project analysis (147).
		126	Physical Security was modified to separate out knowledge associated with export control (144).
		130	Occupational and Environmental Health & Safety was expanded.
		132	Facilities Planning and Operations has been renamed and subdivided into 4 new competencies: <ul style="list-style-type: none"> ▪ Institutional Facilities Planning (145) ▪ Institutional Facilities Operations (146) ▪ Research Facilities Planning (132) ▪ Research Facilities Operations (148)
		138	(new) Nuclear Engineering has been added.
		139	(new) Software Assurance Engineering has been added.
		140	(new) Leadership has been added.
		141	(new) Personal Communication has been added.
		142	(new) Relationship Management has been added.
		143	(new) Fire Protection Engineering has been added.
		144	(new) Export Control has been added.
		145	(new) Institutional Facilities Planning has been added.
		146	(new) Institutional Facilities Operations has been added.
147	(new) Program/Project Analysis has been added.		
148	(new) Research Facilities Operations has been added.		
3			BASELINE – First dictionary approved by the Competency Management System Agency Implementation Team
2			WORKING DRAFT
1	12/12/2002		INITIAL DRAFT



Workforce Competency Dictionary

1. Business Knowledge Domain

1.1. Business Operations Competency Suite

1.1.1. Partnership & Business Development (BUSDEV) [116]

Knowledge, capabilities and practices associated with the effective targeting and acquisition of external partnerships and business opportunities, including funding opportunities for projects and programs. Includes an understanding of the Agency's strategic plan, the ability to identify, assess and forecast new business opportunities such as technology transfer, leasing, enhanced use leasing, and develop and use appropriate marketing strategies. Requires knowledge of relevant markets, customer needs in those markets, and an ability to recognize and analyze market trends. Involves development, or assessment, of proposals to win business, and management of existing agreements with external entities such as industry, government, university, and international partnerships. Also includes knowledge of Space Act Agreements, and an ability to facilitate and manage partnerships that support Agency strategies, partner requirements and Space Act provisions. Ability to integrate and work with the appropriate elements of the agency's technical and support communities.

1.1.2. Business IT Systems (BITSYS) [131]

Knowledge, capabilities and practices associated with computer architectures and computer-based information systems related to business operations and mission support. This competency is based on knowledge comprised from one or more of the following interrelated technologies: computer and other hardware, programming languages, commercial operating systems, web or database systems, network hardware and software, IT security and other technologies that pertain to the acquisition, computation, storage, distribution, reporting, and management of information.

1.1.2.1. Information Resources Planning and Evaluation (BITPLAN) [1078]

Knowledge of the principles, methods, and techniques of IT assessment, planning, management, monitoring, and evaluation, such as IT baseline assessment, interagency functional analysis, contingency planning, and disaster recovery.

1.1.2.2. IT Architecture (BITARCH) [1079]

Knowledge of architectural methodologies used in the design and development of information systems, including physical structure of a system's internal operations and interactions with other systems. This may also include the knowledge of enterprise architecture principles, methods, and tools utilized to simplify processes and unify work across agencies and within the lines-of-business of the Federal Government. This could also include the knowledge of the principles, tools, and techniques used to design, develop, and/or implement Knowledge Management practices at a local or enterprise level.

1.1.2.3. Information Systems Security (BITSECURE) [1081]

Knowledge of methods, tools, and procedures, including development of information security plans, to prevent information systems vulnerabilities, and provide or restore security of information systems and network services. May also include the knowledge of the principles, methods, and tools for evaluating information systems security features against a set of specified security requirements.



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1.1.3. Business Management (BUSMMT) [113]

Knowledge of principles and practices related to managing the internal and external operations of a business unit, such as a Center, to accomplish mission objectives and goals efficiently. Includes ability to integrate performance goals with budget and financial resources as well as the ability to achieve customer satisfaction, develop strong relationships with other NASA and external entities, and adhere to agencywide programs, policies, and procedures. Understanding of Agency and federal government financial, budget and performance operations and processes, and how to apply these processes to optimize operational and investment decisions.

1.1.4. Commercial Technology (COMTEC) [117]

Knowledge and abilities associated with transferring current and future Agency technology to external entities in order to meet broad Agency vision and missions, and extend the lifecycle and broaden the usefulness of Agency technologies. Involves expertise in business practices pertaining to intellectual property, patents, licenses and partnerships as well as general business knowledge for assessing potential partners. Includes broad understanding of Agency technologies and programs, as well as familiarity with external entities and markets.

1.1.5. Education Programs and Technologies (EDTECH) [137]

Knowledge, capabilities and practices associated with the research and application of education programs, standards, requirements, activities and services relevant to the fields and disciplines of science, technology, engineering, and mathematics (STEM) within the contexts of pre-college, higher education, and non-traditional learning. Includes knowledge of education concepts and principles, curriculum development, infrastructure, audiences, instructional technologies and distance learning tools, and trends in order for NASA to appropriately influence and contribute to national and state education initiatives and requirements through the use of NASA's unique assets. Includes knowledge of NASA Enterprise and Center-based research and technology needs, and ability to align education activities and programs with these needs. Includes knowledge of demographic and geographic dynamics that influence the educational effectiveness and success within the various student and educator communities.

1.1.6. Export Control (EXPORT) [144]

Knowledge, capabilities, and practices associated with complying with federal laws controlling the export of items and technical data. This includes the formulation and implementation of export control policy, plans, and procedures that ensure compliance with federal law. The primary focus of export control is to ensure compliance through programs, education of the workforce, and addressing unique situations in the aerospace environment.

1.1.7. Governmental Affairs (GOVAF) [136]

Knowledge of NASA-related legislation, the legislative process and public affairs as it pertains to NASA. Includes the ability to monitor legislation that is of interest to NASA, monitor NASA-related hearings and markups scheduled before the House and Senate committees and subcommittees that have oversight over NASA, to especially include Authorization and Appropriations subcommittees. Ability to help manage NASA press releases of Congressional interest and identify key members and issues of importance to them. Broad knowledge of NASA programs and specific knowledge of local center programs.

1.1.8. Inspection, Investigation and Compliance (INSCOMP) [127]

Knowledge of how to provide objective evaluation of Agency standards and operation through use of inspection and investigation techniques and compliance audits. Understanding of how to assess risk, evaluate evidence, design and conduct inquiries such as inspections and investigations, and make recommendations to prevent, detect or solve crime, fraud, waste and abuse and ensure efficient Agency operations. Involves understanding of how to communicate information to constituents, including Agency leadership and management, employees, and Congress.

1.1.9. Legal (LEGAL) [125]

Knowledge, capabilities and practices associated with representation, counseling, advising, researching, performing, and / or supervising professional legal work in the administration of applicable statutes, regulations, Executive Orders, rules,



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and case law. This includes knowledge of topics such as procurement, claims, agreements, fiscal matters, personnel matters, environmental matters, FOIA, Congressionals, ethics, patents, intellectual property, appeals, and litigation.

1.1.9.1. Paralegal (PARALEGAL) [1082]

Knowledge of legal research and writing, litigation case management, and providing professional administrative and technical legal support.

1.1.9.2. Intellectual Property Law (INTPROPLAW) [1083]

Knowledge of intellectual property matters, patents, copyrights, data rights, trademarks and commercialization of technology.

1.1.9.3. General Law (GENERALLAW) [1084]

Knowledge of fiscal matters, ethics, FOIA, real property, agreements, personnel matters, EEO matters, torts, privacy issues, procurement, export control, litigation and appeals.

1.1.9.4. Contracts Law (CONTRCTLAW) [1085]

Knowledge of procurement matters, contracts, grants, cooperative agreements, Space Act agreements, claims, and protests.

1.1.9.5. Personnel/EEO Law (PERSONLAW) [1086]

Knowledge of employee discipline and performance matters, labor issues, EEO matters, ADR, litigation, and appeals.

1.1.9.6. Environmental Law (ENVLAW) [1087]

Knowledge of local, state and Federal environmental laws, regulations and legal procedures.

1.1.10. Public Communications & Outreach (PUBLICOMM) [135]

Knowledge, capabilities and practices associated with the assessment, development and execution of public communication and outreach efforts. Knowledge of effective public relations and presentation techniques for representing and expressing the views, work operations and policies of NASA including liaising with and presenting information to a variety of external audiences. Effectively advocates for the Agency through communication of the organization's expertise and contributions, and assessing the effectiveness of past or ongoing efforts. Apply principles and practices of domestic and international customs, regulations and details to ceremonies or other interaction with distinguished visitors or in public forums. Manage Agency knowledge so it can be accessed where and when needed for communication purposes inside and outside the Agency. This includes public writing and speaking, information collection and dissemination, news broadcasting and writing, media relations, exhibit design, story development, visitor and guest programs, protocols, and concessionaire management.

1.1.11. International Program Development (INTLPGMDEV) [157]

This competency refers to the knowledge and capabilities associated with establishing international programs/agreements through international negotiations, drafting international agreements that comply with U.S. laws and regulations, arranging negotiation meetings, understanding the protocol issues involved in meetings, signing ceremonies, meetings between heads of agencies and NASA, exchange of gifts, liaison with Department of State and other U.S. Agencies and Departments. This may involve both reimbursable and non-reimbursable agreements.



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1.1.12. Policy Management (POLICYMGMT) [169]

Knowledge of NASA relationships to headquarters, Centers, component facilities, partnerships and other government agencies, including international governments, in order to effectively integrate services consistent with broad strategies and objectives. Requires the capability to research and apply government-wide laws and Agency operating principles, regulations, and policies associated with organizational and business functions such as financial, human resources, legal, security, communications, inspection, compliance, and health and safety. Utilizes a wide variety of resources and tools to develop, maintain, monitor, enforce and provide oversight of NASA management requirements.

1.2. Financial Operations Competency Suite

1.2.1. Budgeting Management (BUDGETMMT) [119]

Knowledge of how to apply management knowledge, principles and practices to obtain, utilize, manage financial resources in the workplace to meet program, project or business requirements. Involves maintaining available resources, making resource decisions based on need and availability, and developing and implementing strategies to make rational and well thought-out decisions related to organizational resources. Includes the ability to provide guidance, formulate a budget plan, defend a budget plan, assess budget performance, advocate budget and alternative scenarios and execute a budget plan. Requires knowledge of policies and practices related to Federal, Agency and Installation accounting, and internal business information systems.

1.2.2. Acquisition and Contract Management (CONMMT) [124]

Knowledge, capabilities and practices associated with each phase of the acquisition and contract management lifecycle including requirement analysis, market research, acquisition planning and strategy, solicitation, proposal evaluation, negotiation, determination of price reasonableness, selection, contract management, and performance assessment. Requires understanding of applicable public laws, executive orders, Federal regulations, Agency requirements, policies, and initiatives. Requires knowledge of contracts to review products and services to determine if they are in compliance with contract terms and conditions. Includes ability to assess technical requirements needed to support program and project implementation and provide guidance and direction to contractors to ensure delivery and quality of services and products. Ability to use contract or acquisition instruments and surveillance systems as necessary to ensure contract or acquisition requirements are being met throughout the life of the contract.

1.2.2.1. Acquisition Planning (ACQPLAN) [1093]

Knowledge of contract regulations and government contract vehicles, and ability to form contracts through source selection planning, identifying solicitation terms and conditions, and identifying and selecting techniques for determining price reasonableness. Also includes ability to recognize factors to be considered when evaluating and providing government financing, conducting price analyses, negotiating, identifying actions to resolve protests, and contract awarding.

1.2.2.2. Contract Formation (CONFORMAT) [1094]

Knowledge of contract regulations and government contract vehicles, and ability to form contracts through source selection planning, identifying solicitation terms and conditions, and identifying and selecting techniques for determining price reasonableness. Also includes ability to recognize factors to be considered when evaluating and providing government financing, conducting price analyses, negotiating, identifying actions to resolve protests, and contract awarding.



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1.2.2.3. Contract Management and Performance Assessment (CONPERFORM) [1095]

Knowledge and capabilities associated with managing contracts and evaluating a contractor's performance, including identifying and evaluating commercial and noncommercial financing arrangements, determining the appropriate actions necessary to ensure customer satisfaction, identifying and selecting the appropriate course of action for resolving a contractor dispute, and identifying and implementing contract close-out procedures.

1.2.3. Cost Estimation and Analysis (COSTEST) [121]

This competency refers to the knowledge, capabilities, and practices associated with the determination, estimation, and analysis of costs. It encompasses analytical techniques required to develop and assess estimates for hardware/software acquisition; design, integration and test, production, operations and support costs (e.g., life-cycle costs) of programs, projects, systems, and resources. Estimating and cost analysis methodologies used include engineering, parametric, analogy, cost performance analysis, schedule analysis, and statistical risk analysis. Knowledge and skills required include Work Breakdown Structure (WBS) development, data collection, cost estimating relationship development and documentation, application of cost models, and evaluation of cost realism in proposals.

1.2.4. Financial Management (FINMMT) [118]

Knowledge of how to apply financial management skills, principles and practices, generally accepted accounting principles (GAAP), and the standards, policies and practices related to Federal, Agency and Installation accounting and financial management to obtain, utilize, manage and account for resources in the workplace. Ability to use accounting related tools and techniques, perform financial data analysis, compile and/or perform transactions, review related outputs, and identify problems and prepare standard documentation. Ability to develop and implement strategies to capture, record, maintain and allocate organizational resources rationally and effectively.

1.2.5. Internal Control / Audit (INTAUD) [120]

Knowledge of how to evaluate control systems for financial, administrative, program, and operational activities to provide reasonable assurances that obligations, costs and disbursements comply with applicable regulations and laws, that property is funded, and assets are safeguarded; and that revenues and expenditures applicable to operations are properly recorded and accounted for. Involves ability to conduct surveys, studies and other investigations for management operations or related processes to assess and report adequacy, validity and compliance/non-compliance to requirements. Ability to communicate derived audit assessment and recommend, establish, modify and/or implement internal controls to mitigate findings.

1.3. Institutional Operations & Support Competency Suite

1.3.1. Institutional Environmental Engineering & Management (ENVENMMT) [133]

Uses knowledge of environmental engineering, environmental law, chemistry, biology, geology and hydrogeology to maintain a proactive stance regarding environmental stewardship, including protection and restoration of environmental resources such as ground water, surface water, soils, sediments, air, and natural, cultural and historic resources. Plans and assesses compliance with Federal, State, and local statutory and regulatory requirements, Executive Orders, and directives. Implements proactive programs such as recycling, pollution prevention, affirmative procurement and energy management, and remediation activities under RCRA and CERCLA requirements.

1.3.1.1. Institutional Environmental Planning/NEPA (ENVPLAN) [1088]

Uses knowledge of environmental engineering, environmental law, economics and the physical sciences to fully consider the possible environmental effects, along with technical, economic, and other factors, in the earliest



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planning of proposed NASA Programs, Projects, and related activities. Implements the requirements of the National Environmental Policy Act (NEPA) including developing and reviewing NEPA documentation including Environmental Assessments, Environmental Impact Statements, Findings of No Significant Impact, and Records of Decision. Coordinates public meetings to solicit input on major Agency actions.

1.3.1.2. Institutional Environmental Remediation (ENVREMED) [1089]

Uses knowledge of environmental engineering, chemistry, biology, geology and hydrogeology to identify, investigate, and cleanup contaminated hazardous waste sites in compliance with Resource Conservation and Recovery Act (RCRA) and Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) requirements. Performs remediation contract management duties including evaluation of contractor performance and financial and schedule planning and tracking. Negotiates agreements with Federal, State, and local regulators. Manages the schedule of scientific/engineering, contractual, management, and informational documents, including preparation of Records of Decisions (RODs), administrative orders, and consent decrees. Performs necessary community relations activities.

1.3.2. Fire Protection Engineering (FIREPROT) [143]

Knowledge, capabilities and practices associated fire prevention-related tools and their application to systems for minimizing the occurrence or effects of fire. Maintains comprehensive knowledge of applicable NFPA, OSHA, NASA, aerospace and/or prevention industry trends, standards and policies for fire prevention. Demonstrate a comprehensive knowledge of and contributes to resources available in the fire prevention community including NASA, DOD, academia, and industry. Capability to review and assess complex technical documents for their impact on fire prevention work. Maintain a comprehensive knowledge of Life Safety Systems. Capability to provide mitigation strategies for fire protection when requirements cannot be met.

1.3.3. Master Planning (MASTERPLAN) [167]

Knowledge of strategic and long-term planning for operations, research or development activities at the Center level. Knowledge required to develop functional and overall Center requirements including fit of specific facility needs and requirements as well as workflow and long-term scheduling. Includes knowledge required to coordinate and incorporate the necessary facilities and other building and infrastructure to satisfy all functional, institutional needs to meet mission requirements. Specialized knowledge of transportation modeling as well as broad aspects of community interface for emergency services and other requirements of large complex industrial installations.

1.3.4. Institutional Logistics, Supply and Transportation (LOGSUPTRAN) [134]

Knowledge of principles, practices, equipment and tools in the areas of Logistics, Supply and Transportation. Understanding of how to manage and optimize equipment, supplies and transportation systems to provide an infrastructure that enables the agency to operate effectively. Includes management of specifications, acquisition, certification, storage, delivery, lifecycle support, distribution, and disposal of supplies, hardware, materials, equipment, and property (except real estate) and the operation and maintenance of transportation and other equipment used to move materials or passengers. Also includes management of inventories, including government property, equipment and materials provided to employees and contractors, so that the property is accurately accounted for, reported against and disposed of at the end of its useful life. Requires understanding of government regulations regarding property management and disposal, and related contracting terminology and requirements.

1.3.5. Security & Program Protection (SECURITY) [126]

Knowledge, capabilities and practices associated with providing security to protect facilities, personnel and programs. Ability to develop, implement and manage processes and programs involving law enforcement, counter-intelligence and counter-terrorism investigations, and security support programs including physical, information, personnel and industrial security.



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1.3.5.1. Physical Security (SECPHYSCL) [1072]

Knowledge, capabilities and practices associated with the protection of property and individuals from threats or adversarial influences. Abilities deal primarily with assessing risk, conducting surveys and implementing physical counter-measures designed to protect personnel from potential threats; prevent unauthorized access to equipment, facilities, material, and documents; and safeguard against espionage, sabotage, damage, and theft.

1.3.5.2. Counterintelligence/Counterterrorism Analysis, Investigation and Liaison (SECOUNTER) [1073]

Knowledge, capabilities and practices associated with receipt, analysis, dissemination and investigation of information for the purpose of detecting, deterring and neutralizing acts involving espionage, intelligence activities, sabotage and/or terrorist activities conducted for or on behalf of foreign powers, organizations or persons.

1.3.5.3. Information Security (SECINFO) [1074]

Knowledge, capabilities and practices associated with the protection of national classified information and sensitive but unclassified (SBU) information including; classification, declassification, and protection of classified national defense information originated or controlled by Federal agencies in accordance with Executive Order 12958, April 17, 1995, "Classified National Security Information,"

1.3.5.4. National Security Systems (SECNATION) [1075]

Knowledge, capabilities and practices associated with researching and implementing national security systems used for transmitting national security information, including classified and sensitive unclassified information technology systems and programs involving secure voice, data, video, and facsimile to include ground-to-ground, space-to-space, and ground-to-space communications assets.

1.3.5.5. Personnel Security (SECPERSON) [1076]

Knowledge and ability to request background investigations appropriate to position sensitivity and to review and evaluate completed background investigations for the purpose of assessing loyalty, reliability, suitability, and trustworthiness of applicants, employees, and others to work for the U.S. Government, on U.S. Government contracts, and/or will have access to classified national security information and material.

1.3.5.6. Industrial Security (SECINDUST) [1077]

This competency refers to the knowledge and ability to perform personnel, physical, and information security functions related to contractors and contract facilities, in accordance with the National Industrial Security Program (NISP), established by Executive Order 12829; the National Industrial Security Program Operating Manual (NISPOM), NIPSOM Supplement and Executive Order 12958, "Classified National Security Information. Includes ensuring that private industry and colleges/universities, while performing on government contracts or conducting research and development, properly protect classified assets in their possession. Capabilities include conducting site security reviews and establishing criteria for contractors and subcontractors covering such matters as foreign ownership or influence; classification and clearance levels required for contract performance; product classification; and access to communication security, intelligence or international organization information.

1.3.6. Emergency Management (EMERGMT) [151]

Knowledge, capabilities, and practices of Comprehensive Emergency Management are associated with an integrated approach to the management of emergency programs and activities for all four emergency phases (mitigation, preparedness, response, and recovery), for all types of emergencies and disasters (natural, man-made, and attack), and for all NASA sites and centers, to include special National Level requests. Applies expert knowledge of the National Incident Management System, the National Response Plan, and Homeland Security Presidential Directives and other federal policies to enable effective emergency programs at the national, state, or local level as appropriate. Ability to lead, coordinate, manage and direct the development and implementation of NASA's and Federal emergency management policies, plans, and procedures for emergency response conditions, contingencies, continuity of operations,



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occupant emergency plans, and NASA's interagency support functions in a full spectrum of emergencies. This competency includes the commitment to produce sound policy through requirements development that may affect lives, property, and operations in the event of unknown scenarios. Demonstrates the ability to: develop standards and specifications for new data analysis and data collection processes related to emergency preparedness; serve as an Agency, national level and industry-wide resource and has an established network to facilitate the acquisition of other resources and information; develop and/or modify safety procedures and requirements for related work and organization; maintain expert knowledge of applicable NASA, federal, aerospace and/or industry emergency preparedness trends, standards and policies; provide design concepts, risk management, trouble-shooting and trade-off analysis; technical expertise to represent Agency-wide, federal, industry and academic working groups, boards and panes; manage and provide comprehensive interpretation and equivalencies for all phases of emergency management; exhibit comprehensive knowledge of FEMA, OSHA and NASA standards pertaining to emergency management; represents agency in determining levels of coordination with intergovernmental departments, state and local agencies; evaluate agency exercise design criteria for emergency response; conduct risk assessments.

1.3.7. Occupational and Environmental Health (OCCHEALTH) [130]

Knowledge, capabilities, and practice associated with NASA, Federal, and State OSHA health and safety regulations, policies and procedures used to develop and implement mishap and environmental health prevention practices and measures in all NASA work places. These knowledge areas include safety of personnel and equipment during launch vehicle processing, normal and industrial and laboratory operations, special high hazard tests and operations, aviation and space operations, use and handling of materials and chemicals, and design, construction, and use of facilities. Capabilities include ability to develop and analyze policy, manage, and assess the effectiveness of health programs and practices, which are designed to prevent injury to personnel and loss of NASA property in the industrial work environment, and promote the health and well being of employees.

1.3.7.1. Occupational Medicine (OCCMED) [1066]

Professional skills and knowledge to apply occupational health related requirements to protect and maintain workers' physical and mental health. Knowledge to apply and initiate preventive health and wellness measures to reduce work-related illnesses and injuries. Knowledge and experience to manage implement and evaluate occupational medicine program areas. This includes clinical case management, health surveillance, and emergency medical response.

1.3.7.2. Industrial Hygiene (OCCHYGIENE) [1067]

Professional knowledge and skills to develop and implement preventive measures regarding all work-related exposures, injuries, and illnesses. Knowledge to coordinate, implement, manage, and assess the impact and effectiveness of related programs, practices and policies across the Agency, designed to protect the health of employees. Knowledge to provide advice to Agency top management concerning the impact that new regulations and technologies will have on the health of employees. Knowledge to provide professional symposia, workshops, and coordinate the development of related training programs for Agency-wide application.

1.3.7.3. Health Physics (OCCPHYSICS) [1068]

Knowledge of Federal and State Health Physics (ionizing and non-ionizing radiation) regulations, policies, and procedures, to develop and implement preventive measures regarding all work-related exposures, injuries and illnesses. Knowledge to develop, coordinate, implement, manage, and assess the effectiveness of related programs, practices and policies across the Agency, designed to protect the health of employees. Knowledge and skills to evaluate the application of new technologies to Agency related issues, and the impact of new laws and regulations and provides advice to Agency top management. Knowledge to provide professional symposia, workshops, and develop related training programs for Agency-wide application.

1.3.7.4. Employee Assistance (OCCASSIST) [1069]

Professional knowledge and skills to improve the mental health and well being of employees. Knowledge of regulations and programs to coordinate, implement, manage and assess the effectiveness of related employee assistance programs, practices and policies, including substance abuse prevention and treatment in support of drug-



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free Federal workplace program. Knowledge to implement programs and training for all mental health concerns for employees and their immediate families. This includes critical incident stress or other traumatic events in the workplace, promotion of an emotionally healthy workforce, and assessment of regulations that potentially impact the workplace.

1.3.8. Facilities Engineering and Management (FACENG) [112]

Knowledge of facilities engineering , facility evaluation, cost, schedules and formulation of performance requirements and alternative analysis/scenarios for key facilities. General knowledge of architectural, civil, mechanical and electrical engineering disciplines. Knowledge of project management and control including life-cycle costs, engineering economics, and project planning and evaluation including scope, cost and schedule and program controls including earned value management or other measure for facility project controls. Also requires knowledge of construction contracting and contractor oversight and contracts management.

1.3.8.1. Facility Civil Engineering (FACIVENG) [1090]

Knowledge of building and foundation design and construction, concrete and steel design and construction as well as design and construction of roads, utilities, and other civil projects for aerospace facility programs. Requires understanding of energy management and sustainability standards for sustainable design. Also requires knowledge of construction contracting and contractor oversight and contracts management.

1.3.8.2. Facility Mechanical Engineering (FACMECHENG) [1091]

Knowledge of planning, designing, developing, testing, or evaluating mechanical, electromechanical, pneumatic, hydraulic, fluid or structural equipment and systems for aerospace facility programs. May include specialization in Heating Ventilation and Air Conditioning (HVAC), piping and elevators. etc. Also requires knowledge of construction contracting and contractor oversight and contracts management.

1.3.8.3. Facility Electrical Engineering (FACELECENG) [1092]

Knowledge of planning, designing, developing, testing, or evaluating electrical components, electrical installation and inspection for aerospace facility programs. Knowledge of electrical codes and standards, and testing of complex electrical or electronic systems including sources, loads, power management and distribution, communications and controls. Also requires knowledge of construction contracting and contractor oversight and contracts management.

1.3.8.4. Construction Management (FACONSTMMT) [1096]

Knowledge of the materials, methods, systems, and the tools used to construct facilities and other real property infrastructure.

1.3.8.5. Real Property Management (FACPROPRTY) [1097]

Knowledge of requirements and processes to manage real property including buildings, other infrastructure, land, and leases and other interests in property and real estate for industrial and aerospace operations. Knowledge of real estate principles, practices and law as they apply to the management, leasing or acquisition of real estate. Knowledge of records management for financial accounting and value maintenance, including development of files and records to serve as legal documentation of ownership and material value. Knowledge of facility utilization include space planning and tracking for institutional charges as well as for space management and utilization reporting at the agency as well as at the federal level.

1.3.8.6. Facilities Operations and Maintenance (FACOPSMAN) [1098]

Knowledge of operation and maintenance of office, operations and/or research facilities, and associated systems and equipment. Includes but is not limited to: knowledge required to develop and manage a comprehensive program of facilities management services, such as test planning and development, development of operational plans and



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procedures, data acquisition and analysis, test scheduling, resource planning, development of facility capability enhancements, reliability centered maintenance, energy conservation, system health monitoring, minor facility modification and repair, etc., to operate, sustain and optimize facilities and equipment. Includes the ability to effectively integrate these services to be consistent with the strategies and program goals of the organization.

1.3.9. Institutional Aircraft Operations (AIROPS) [152]

Knowledge of aircraft operations, maintenance, acquisition, airworthiness and aviation safety principles for technologically complex aircraft programs and their associated systems and facilities. Knowledge of how to develop aircraft requirements and the associated costs and scheduling to satisfy functional and regulatory requirements. Ability to develop and manage a comprehensive aviation program to sustain and optimize institutional and research and development (R&D) requirements consistent with standards, codes and regulations. Effectively integrate these aircraft services to be consistent with the broader objectives, strategies, and program goals of the organization.

1.3.10. Research, Development or Flight Facility Planning (FACLTYPAN) [168]

Knowledge of strategic and long-term planning for research, development or flight facilities and related equipment required to support operations for current and future program needs. Knowledge required to develop functional and facility requirements and the associated costs and scheduling. Includes knowledge required to coordinate and incorporate the necessary architectural engineering to satisfy all functional, institutional and regulatory requirements. Specialized knowledge of engineering and technology competencies to address specific high energy/ high risk facility systems including but not limited to: high temperature systems, high pressure systems, cryogenic systems, exotic gases, control systems, data acquisition systems, energy transfer systems, laboratory workspace planning, communication infrastructure. Knowledge of project management and control including life-cycle costs, engineering economics, and project planning and evaluation including scope, cost and schedule and program controls including earned value management or other measure for project controls. Includes abilities to devise and implement policies and procedures regarding risk/hazard mitigation and safety assurance.

1.3.11. Workplace Safety (WORKSAFETY) [150]

Knowledge, capabilities, and practice associated with NASA, Federal, and State OSHA health and safety regulations, policies and procedures used to develop and implement mishap prevention practices and measures in all NASA work places. These knowledge areas include safety of personnel and equipment during launch vehicle and payload processing, range operations, normal and industrial and laboratory operations, special high hazard tests and operations, explosives and propellant operations, aviation and space operations, use and handling of exotic materials and chemicals, and design, construction, and use of facilities. Capabilities include ability to develop and analyze policy, manage, and assess the effectiveness of safety programs and practices, which are designed to prevent injury to personnel and loss of NASA property in all work environments on land, sea, air or space, and promote the safety of all employees. This function will also assure the proper investigation, recording, and corrective action documentation of all mishaps within the agency.

1.4. Workforce Operations & Support Competency Suite

1.4.1. Diversity Management (DIVERSEMMT) [158]

Knowledge, capabilities and practices associated with the application of diversity management including developing, implementing, evaluating, and monitoring the Agency's Diversity Strategic Implementation Plan and related programs as well as internal diversity communications and external diversity relations, diverse employee network groups, diversity training initiatives, diversity councils, and mentoring initiatives. Works in partnership with the Center(s) leadership and Diversity Council(s) to optimize and support efforts to acquire and sustain a vital effective workforce, to capitalize on the strengths of a diverse workforce to better perform the Center's mission through teamwork and innovation, and to build an organizational climate in which employees respect, appreciate, and value individual differences as catalysts for creativity and productivity..



Workforce Competency Dictionary

1.4.2. Human Capital Management (HUMCAPMMT) [128]

Apply knowledge and practices of the full range of personnel/human resource functions, such as classification, workforce planning & analysis, employee and labor relations, retirement, benefits, disciplinary actions, recruitment, selection, training, employee development, promotion regulations and procedures, compensation, and personnel information systems. Provide guidance and leadership in the motivation, performance measurement and overall management of the workforce including the design, delivery, implementation and evaluation of programs and processes. Includes understanding of organizational mission, strategy and business objectives as well as various rules, regulations and culture on people and their work.

1.4.3. Equal Opportunity Management (EEO MMT) [129]

Knowledge, capabilities, and practices associated with formulating, planning, implementing, managing, tracking and evaluating equal employment opportunity initiatives and programs. Includes the ability to fully integrate EO into all aspects of NASA's mission as core values, to ensure a balanced and consistent implementation of statutory and administrative mandates such as maintaining an efficient and timely complaints processing program, an effective alternative dispute resolution program, and a comprehensive federally assisted and conducted non-discrimination program. Knowledge, capabilities and practices associated with creating an environment where all persons associated with NASA are treated fairly and without any form of unlawful discrimination in any agency program or activity. Includes the conceptualization, delivery and management of equal employment opportunity systems that meet NASA and Federal goals and objectives to eliminate discrimination and influence change in programs, practices and attitudes that are considered barriers to equal opportunity. Advisor/advocate role to agency officials to influence change and ensure compliance with relevant federal law, rules and regulations.

1.4.4. Professional Administrative Operations (PROFADMOPS) [115]

Knowledge, capabilities and practices associated with the support of administrative and management activities to facilitate organizational and mission goals and objectives. This competency requires knowledge of the appropriate rules, regulations, processes and associated systems within various enabling functions which may include human resources management, resource management, employee support services, documentation, procurement and financial management.

1.4.5. Para-Professional Business Operations (PARABUSOPS) [165]

The knowledge and capabilities associated with administrative, clerical and management support to a manager and/or organization to facilitate the mission, goals and customer satisfaction. This competency requires knowledge of policies, procedures and tools to implement operations within a business environment such as scheduling of meetings, office communication and document generation with the organization.

2. Engineering & Technology Knowledge Domain

2.1. Engineering of Systems Competency Suite

2.1.1. Design and Development Engineering (DESDEVENG) [8]

Knowledge, capabilities and practices associated with all aspects of the technical design and development process including the development of flight hardware, payloads, technology projects fabrication processes and techniques, concurrent engineering, production assessment, and process verification as applied to aerospace vehicles and systems used in atmospheric and space environments. Includes ability to create models and prototypes, particularly in a laboratory setting, based on research oriented plans and schematics and capability to design the system for safe and reliable development, integration and manufacturability.



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2.1.1.1. Structural Design and Development Engineering (DDESTRUCT) [1028]

Knowledge, capability and practices associated with all aspects of the technical structural design and development by using and modifying advanced analytical and computational methods to design, develop, test and research the characteristics and performance of structures. Includes the development of structural math models for and comprehensive assessment of air, space and ground structures, the analysis of the models to determine structural response to multiple external and internal environmental conditions, and analysis of flight and test data for structural systems. Includes broad knowledge of structures disciplines including structural dynamics, structural mechanics, structural acoustics, mechanisms, electro-mechanical devices, aeroelasticity, impact, damage tolerance and structural life prediction. Also involves research into measurement, instrument and test systems to assess structural characteristics and risks, and ensure system integration.

2.1.1.2. Electrical Design and Development Engineering (DDEELEC) [1029]

Knowledge, capability and practices associated with all aspects of the technical electrical design and development process of electrical systems and components for air, space and ground systems and instruments. Includes knowledge of electrical integration such as electrical / electronic design requirements definition, subsystem and circuit analysis, test procedure development, and safety analysis. Includes broad knowledge of electrical parts, electronic packaging design and tools, reliability and environmental effects, power generation, distribution, storage and conditioning systems.

2.1.1.3. Propulsion Design and Development Engineering (DDEPROP) [1030]

Knowledge, capabilities and practices associated with the detailed mechanical design of propulsion components, subsystems and systems. Includes expertise required for safe and reliable component and system design, development, and integration. Competency assumes a breadth of knowledge of many specialty areas such as geometric dimensioning and tolerancing, cutting edge computer aided design and modeling tools, state of the art manufacturing and fabrication processes, specialty hardware and fasteners, bolted joint design, fits and interfaces, technical specifications, instructions and procedures, engine systems design, functional design, and design for optimization of component performance in relation to mission environments through testing. Also, depth in familiarization with system engineering tools, procedures, and documentation such as configuration management, the design review process, interface control documents, and interface requirements documents.

2.1.1.4. Test Fixtures and GSE Design and Development Engineering (DDETEST) [1031]

Knowledge of all aspects of the technical design and development process as applied to ground support equipment and special test fixtures relating to systems or subsystems including structural, electrical and propulsion components and technologies. Includes the definition or assessment of concepts and designs to assure adequate functional performance is achieved and system requirements are met and an assessment of the fabrication process and techniques, production assessment, and process verification of the hardware design. Includes knowledge and capability to create and evaluate subscale or full-scale models, test articles, or prototypes to assess the system or subsystem design, development, and integration meets the intended objectives.

2.1.2. Engineering and Science Support (ENGSCISUP) [11]

Knowledge, capabilities and practices associated with supporting engineering and science functions. This support includes laboratory, modeling, manufacturing and analytical activities. Focus is on the abilities of an individual to visualize, plan and execute limited instructions from engineering, in the form of drawings/schematics, written or verbal direction, in order to produce a model, prototype or finished product. The technician's application of tools and apparatus, both physical and analytical, are a key element of this competency.



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2.1.3. Integration Engineering (INTEGENG) [9]

Knowledge and capability to integrate all elements into a functioning system or subsystem such as complex flight to flight and flight to ground and facilities systems. Includes knowledge and capabilities required for safe and reliable integration of different elements of a system, schedules, configurations and resources as well as the development of launch, mission, manifest, contingency and long-range plans and responses to externally-driven requirements.

2.1.3.1. Structural Integration Engineering (INTSTRUCT) [1032]

Knowledge of engineering; system engineering; manufacturing; testing; quality, reliability, and safety engineering; risk management; and resource, schedule, and programmatic requirements for the integration of structural systems, subsystems, and components that verify the completed products function, efficacy, and conformance to design requirements. This activity involves the long range planning, coordination, oversight, and integration of all structural systems, subsystems, and components in accordance with requirements and specifications, both external and internal.

2.1.3.2. Materials Integration Engineering (INTMATER) [1033]

Knowledge and capability to integrate all materials engineering elements and practices associated with research into the characteristics and performance of materials and the design, development and testing of those materials, into a functioning system or subsystem such as complex flight to flight and flight to ground and facilities systems. Includes knowledge and capabilities required for the development and application of math models and statistical analysis for assessment of material durability and response to environmental conditions and contaminants, required for safe and reliable application and integration of materials engineering elements of a system, schedules, configurations and resources as well as the development of launch, mission, manifest, contingency and long-range plans and responses to externally-driven requirements.

2.1.3.3. Systems Integration Engineering (INTSYSTEMS) [1034]

The Systems Integration Engineer (SIE) is responsible for integration of all engineering products and resources necessary for product development and is the single technical interface between the engineering organization and the program/project office (PPO) for a specific product. The SIE is responsible for vertical and horizontal integration of all engineering activities required for product delivery and is responsible to the PPO for cost and schedule performance under technical direction of a chief engineer. The SIE tracks design decisions and requirements, maintains technical baselines, manages interfaces, provides input to the PPO for risk management, tracks cost and schedule, tracks technical performance, verifies requirements are met and reviews and audits program engineering support activities.

2.1.3.4. Electrical Integration Engineering (INTELECT) [1035]

Knowledge and capability to integrate electrical components for air, space and ground systems and instruments into a functioning system or subsystems such as complex flight to flight, flight to ground, and facilities systems. Includes knowledge and capabilities required for safe and reliable integration of electrical systems, schedules, configurations, and electrical resources including power generation, control, and storage; controls and instrumentation; communications and data management; and electrical packaging, as well as the development of electrical and electronic systems impacts to launch, mission, manifest, contingency and long-range plans, and responses to externally-driven requirements.

2.1.3.5. Propulsion Integration Engineering (INTPROPEL) [1036]

Knowledge and capability to integrate propulsion elements into a functioning system or subsystem such as the integration of a propulsion system into a test stand, vehicle, or spacecraft or the integration of components (turbomachinery, main chambers, valves, etc.) into a propulsion system. Includes knowledge and capabilities



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required to understand the complex fluid and structural interactions of the various propulsion system or subsystem elements such as the interaction between the engine and main propulsion system or the interaction between a turbopump and an engine system. Includes the planning, design, development, and evaluation of the various components and subsystems that is necessary to insure proper function and compatibility within the propulsion systems.

2.1.4. Manufacturing Engineering (MANUFACT) [24]

Knowledge, capabilities and practices to perform concurrent engineering and producibility. Includes knowledge and ability to review design documentation, determine resource requirements for manufacturing activities, research and develop manufacturing processes, plan and manage hardware fabrication and assembly, develop and maintain manufacturing project schedules, and resolve manufacturing related problems.

2.1.5. Process Engineering (PROCESSENG) [114]

Knowledge, capabilities and practices associated with the development and implementation of safe, efficient, and effective processes to achieve performance excellence in Center operations, development, and enabling functions. This includes the identification, development, mapping, modeling, measuring, and analysis of processes that enable work activities, including their suppliers, inputs, outputs, customers, outcomes, and related decisions. Areas of specialization include queuing theory, function analysis, task analysis, human factors, stochastic methods, advanced statistical analysis methods, optimization algorithms, process simulation modeling (discrete and/or continuous), linear programming, and scheduling and capacity analysis systems.

2.1.6. Systems Engineering (SYSTEMSENG) [7]

Knowledge, capabilities and practices associated with defining, developing, integrating and verifying an end-to-end new or existing system, with the objective of optimizing performance, safety and mission objectives. Includes knowledge required for safe and reliable system development/integration. Ability to perform feasibility assessments, provide functional analyses; develop and manage system performance and interface requirements to ensure the resulting system meets all technical objectives; perform systems analysis and trade studies, and oversee systems integration and verification. Includes knowledge of system engineering tools and procedures such as configuration management, integrated logistics management, risk management, and documents such as integrated schematics, interface control documents, and interface requirements documents for defining interconnection of system parts, documenting and managing system configurations and identifying all required interfaces, and mass properties for determining weight distributions. Assumes a breadth of knowledge of many specialty areas, and a detailed understanding of how the pieces fit together. Thorough knowledge of the NASA process of reviews, audits, and control gates to ensure all technical and programmatic requirements are being met in an organized fashion.

2.1.7. Test Engineering (TESTENG) [10]

Knowledge of physics, engineering and manufacturing to test systems or subsystems under development for their functioning, efficacy and conformance to design requirements, or to test prototypes for feasibility. May involve ability to plan, conduct, and evaluate developmental, qualification, and acceptance testing in accordance with NASA, Military or Commercial Specifications of air, space and ground systems, components, piece parts, as well as integrated systems. Includes knowledge of environmental test techniques used to simulate loading conditions such as launch, reentry, orbit, and landing, including vibration, shock, acoustics, contamination, acceleration, electromagnetics, radiation, pressure, thermal, chemical, microgravity and solar vacuum, aerodynamics and temperature and humidity. Includes knowledge required for safe and reliable system development/integration.



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2.1.7.1. Structural Test Engineering (TSTSTRUCT) [1037]

Knowledge of physics, engineering, and manufacturing to test structural systems, subsystems, and components that verify the functioning, efficacy, and conformance to design requirements of these structures. This activity involves the planning, conduct, and evaluation of results for structural system development, qualification, or acceptance tests in accordance with NASA, military or commercial specifications. It includes the knowledge of structural test techniques to simulate loading conditions for structural systems experiencing launch, on-orbit, re-entry or landing environments and the associated response measurement methods to verify or correlate the structural system's analytical models. Test discipline skills associated with this competency include: vibration; acoustics; shock; static structural loads; and modal analysis.

2.1.7.2. Materials Test Engineering (TSTMATER) [1038]

Knowledge, capabilities and practices associated with materials testing and the behavior and performance characteristics of materials in their use environment. Included is the understanding of various test set ups, instrumentation, data acquisition, equipment and tools utilized for material qualification and certification for ground and aerospace flight systems.

2.1.7.3. Thermal Test Engineering (TSTTHERMO) [1039]

Knowledge of physics, engineering, thermal, and thermal vacuum to test systems or subsystems under development, qualification, or acceptance requirements for their functioning, efficacy and conformance to design requirements and performance, or to test prototypes for feasibility. May involve ability to plan, create test procedures, conduct, and evaluate developmental, qualification, acceptance, and flight test and checkout requirements in accordance with NASA, Military or Commercial Specifications of test facilities, space and ground systems, components, piece parts, as well as integrated systems. Includes knowledge of environmental test techniques used to simulate thermal and thermal vacuum conditions such as launch, reentry, orbit, and landing, including radiation, pressure, thermal, outgassing, microgravity and solar vacuum, aerodynamics and temperature and humidity. Includes knowledge required for safe and reliable system testing and development/integration.

2.1.7.4. Electrical Test Engineering (TSTELECT) [1040]

Knowledge of the principles of electrical engineering, and electronic manufacturing to test components, systems, or subsystems under development for their functioning, efficacy and conformance to design requirements, or to test prototypes for feasibility. May involve ability to plan, create test procedures, conduct, and evaluate developmental, qualification, acceptance, and flight test and checkout requirements testing in accordance with NASA, Military or Commercial Specifications of air, space and ground systems, components, piece parts, as well as integrated electronic systems or sub-systems. Includes knowledge of environmental test techniques used to verify workmanship and validate operations in a relevant environment, including vibration, shock, acoustics, electromagnetic interference and compatibility (EMI/EMC), depressurization and vacuum operation, and thermal cycling.

2.1.7.5. Propulsion Test Engineering (TSTPROPUL) [1041]

Knowledge, capabilities and practice associated with propulsion systems, subsystem, and/or component testing and cryogenic fluids as it relates to the functioning, efficacy and conformance to design requirements, or to test prototypes for feasibility or flight performance. Includes developing the procedures, methods, and techniques necessary to perform the test, to prepare, checkout, and assess the readiness of the test facility, and to ensure the safety of the systems or hardware. Includes full-scale or sub-scale testing of engine systems, subsystems, or components such as combustion chambers, nozzles, turbomachinery, ducts, valves, and pressurization systems. Includes knowledge of test techniques used to verify workmanship and validate operations in a relevant environment in accordance with NASA, Military or Commercial Specifications of air, space and ground systems, components, piece parts, as well as integrated propulsion systems or sub-systems.



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2.2. Systems Analysis & Mission Planning Competency Suite

2.2.1. Advanced Mission Analysis (ADVMIS) [89]

Knowledge, capabilities, and practices associated with the conception, development, and planning of advanced missions and systems synthesizing science, commercial, military and exploration requirements and considering feasibility, performance, cost, reliability/safety and environmental effects. Also includes understanding of architecture analysis methods and optimization.

2.2.2. Aerospace Systems Concept Development & Technology Assessment (ASCDTA) [90]

Knowledge, capabilities and practices associated with the development of aerospace vehicle and spacecraft concepts from a systems perspective to satisfy prescribed mission architectures and identify enabling technologies for performance, cost and safety. Knowledge of conceptual design, sizing & synthesis of aerospace vehicles or spacecraft. Knowledge of elicitation from subject matter experts of the potential technology improvements from R&D projects in all the relevant aerospace disciplines.

2.2.3. Mission Analysis and Planning (MAP) [1]

Knowledge and ability to analyze requirements of current and near-term missions. Manage integration of technical elements such as vehicle design, flight trajectories, and operational and ground-based infrastructure requirements in order to meet mission and programmatic objectives.

2.2.4. Mission Flight Design (FLTDSG) [2]

Knowledge and ability to conduct computational analysis of air and space vehicle flight design for mission requirements, including sequencing, trajectory optimization, orbital mechanics, flight mechanics and celestial mechanics. Use flight design modeling and simulation tools that determine optimum trajectory solutions for the appropriate mission and vehicle constraints. Includes in-depth analysis of air borne and ground-based trajectory predictions, automated trajectory planning and modeling and trajectory negotiation and data exchange as well as optimization tools which take into account environmental and design constraints. Involves analysis of flight dispersion variables once trajectories are established.

2.3. Aeronautics Competency Suite

2.3.1. Acoustics (ACOUSTICS) [103]

Knowledge, capabilities, and practices related to interior and exterior noise reduction and acoustic design for advanced aerospace systems, subsystems, and components to meet environmental requirements. Includes knowledge and application of experimental and computational aero and structural acoustics. Inherent in this competency is the capability to determine the influence of acoustic environment on ground observers and vehicle passengers alike, as well as to develop an understanding of its impact on vehicle structural responses, including sonic fatigue. Includes ability to conceive, plan, and implement appropriate experimental and flight test programs that are designed to understand and predict the acoustic environment and to validate advanced active and passive noise control concepts.

2.3.2. Aerodynamics (AERODYN) [101]

Knowledge, capabilities and practices associated with fluid mechanics and flow physics modeling and their application to aerodynamic design focused on improving aerodynamic performance and stability and control of current and future aerospace vehicles and components, including but not limited to transport and military aircraft, space transportation and launch vehicles, planetary atmospheric exploration vehicles, and propulsion systems and their integration with vehicles.



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Includes knowledge of areas such as theoretical and computational fluid dynamics (CFD) prediction methods, wind tunnel and flight testing techniques, unsteady and high angle of attack flow phenomena, internal flows, propulsion airframe integration, rotary wing aerodynamics, cavity flows, etc. Ability to plan, conduct, interpret and correlate results of experimental investigations and CFD analyses to predict aerodynamic performance over a broad range of Mach numbers, Reynolds numbers, and flight conditions, and to implement practical aerodynamic technology applications on complex configurations. Assumes a broad understanding of aerodynamics, fluid and gas dynamics, and engineering disciplines.

2.3.3. Aeroelasticity (AEROELA) [100]

Research knowledge, capabilities, and practices for investigating aeroelastic phenomena and complex steady and unsteady aerodynamic flow phenomena especially in the transonic speed range, for investigating, developing, and demonstrating novel concepts that prevent aeroelastic instabilities, alleviate adverse aeroelastic responses, reduce loads and vibrations, and exploit the aeroelastic characteristics of aerospace vehicles, for developing analytical methods that predict the aeroelastic and aeroservoelastic responses of aerospace vehicles, and for conducting unsteady aerodynamic, aeroelastic, and aeroservoelastic wind-tunnel tests.

2.3.4. Aerothermodynamics (AEROTHM) [102]

Knowledge, capabilities, and practices related to aero/aerothermodynamic design for aerospace vehicles and components under various flight conditions including liftoff, ascent, stage separation and reentry. Ability to plan, conduct and interpret results of experimental investigations and analytical/computational fluid dynamics to derive aerothermal environments. Inherent within this competency is also the ability to determine the effects of propulsion system plumes on the vehicle/components performance and environment. Knowledge of high temperature gas physics including molecular and atomic internal energy structure, rate processes, and radiative emission characteristics.

2.3.5. Air Traffic Systems (AIRTRAFFIC) [108]

Knowledge of Air Traffic Management elements, and their properties and interactions, such as air space and range systems, air traffic regulations, aircraft characteristics, airport structures and systems, and geographic and topographical patterns. Apply knowledge of these elements to the development of new systems and tools to improve the efficiency, effectiveness and capacity of the air traffic system, using advanced distributed modeling techniques to research and test concepts and prototypes.

2.3.6. Flight Dynamics (FLTDYN) [98]

Knowledge, capabilities, and practices associated with research and technology in analytical, computational, and experimental methods to characterize the flight dynamics behaviors of aerospace vehicles.

2.3.7. Simulation/Flight Research Systems (SIMFLTSYS) [110]

Knowledge capabilities and practices used to provide and integrate appropriate real-time hardware/software systems in support of piloted simulators and research aircraft that enable experiments in Flight Dynamics, Guidance/Navigation/Control, Crew Systems and Aviation Operations, Reliable Digital Systems and Electromagnetics.



Workforce Competency Dictionary

2.4. Human and Biological Competency Suite

2.4.1. Aerospace Medicine (AEROMED) [36]

Knowledge, capabilities, and credentials to engage, determine, and maintain and provide for the physical and behavioral health, and medical care of crew members, their families, and associated personnel during all mission phases (pre-flight, in-flight and post-flight) in the diverse environments of atmospheric and space flight missions.

2.4.1.1. Medical Practice (MDPRACTICE) [1070]

Knowledge and expertise of the multi-disciplinary practice of Aerospace Medicine taking into account the hostile, diverse environments of NASA aeronautic and space missions. Health maintenance and diagnosis and treatment of illness and injuries are the goals of medical practice. Knowledge and skills of physiology of mission environment, operational medicine, clinical practice, human systems interfaces, and astronaut selection and training.

2.4.1.2. Behavioral Health (MDBEHAVIOR) [1071]

Knowledge and expertise of psychology/psychiatry in aviation and operational settings to maintain health and performance of crewmembers and appropriate associated personnel during all mission phases. Knowledge and skills of clinical and operational psychiatry, clinical, aviation or organizational psychology, psychosocial psychology, behavioral health maintenance, human systems interfaces and astronaut selection and training.

2.4.2. Bioengineering (BIOENG) [58]

Application of technologies to living systems including such areas as biomechanics, imaging, biomedical transducers, biofluids and sensors.

2.4.3. Biomedical Engineering (BIOMEDENG) [35]

Knowledge of engineering, design, development, analysis and test of biomedical systems such as equipment and tools for maintaining crew psychological and physical health for long-duration missions in space. Involves knowledge of broad array of engineering disciplines, and biomedical research, human factors and space medicine findings and practices. Includes knowledge of operational impacts and sustaining engineering on the systems.

2.4.4. Biomimetics (BIOMIMETIC) [59]

Knowledge and capability to research and further study natural processes which have potential to be deciphered, mimicked and adopted in technology applications based on biological systems such as environmental heat sensors, retinal or iris scans or face recognition technology. Also includes capabilities in the area of neural electric machine control.

2.4.5. Crew Systems and Aviation Operations (CSAOPS) [97]

Knowledge, capabilities, and practices associated with research and technology in analytical and experimental methods for pilot/automation integration, crew station design, and aerospace vehicle operations concepts.

2.4.6. Extravehicular Activity Systems (EAS) [38]

Knowledge of engineering, design, development, analysis and test of EVA systems. Requires knowledge and skills regarding the unique environment and constraints in sending a crewmember into space outside of a vehicle, and expertise



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in designing and developing spacesuits, tools, mechanisms, and operations that support such an activity. Includes knowledge of operational impacts and sustaining engineering on the system.

2.4.7. Environmental Control and Life Support Systems (ECLSS) [37]

Knowledge, capabilities and practices associated with environmental control and/or life support systems used to protect life in dangerous or insupportive environments for flight or ground operations, including related instrumentation, controls, data acquisition, pneumatics and mechanisms. May include knowledge and capabilities needed for development of advanced and/or regenerative life support, such as how to apply plant physiology and pathology, microbial ecology, molecular biology, biological engineering, chemistry, chemical engineering and landscape ecology to development of advanced, regenerative life support such as air and water recycling, solid waste resource recovery, food sources and thermal environmental control.

2.4.8. Habitability and Environmental Factors (ENVFACT) [39]

Knowledge of practices associated with research of and applying research to the habitability of spacecraft and space-based environments and the environmental effects on humans and other organisms with specific emphasis on barophysiology, microbiology and toxicology and radiation. Knowledge of physical and chemical sciences, including heat and mass transfer, acoustics, radiation, thermodynamics, fluid mechanics, and chemical, biological, metabolic and human factors processes. Ability to integrate and apply this understanding to develop systems and technology to enable humans to live and work safely and effectively in space.

2.4.9. Fundamental Human Factors Research (HUMFACTRES) [40]

Knowledge of human engineering research methods (e.g. literature search, experiment, operational analysis, observation, survey, protection of research subjects) and activities (e.g., experimental design, planning data collection, data analysis, statistics, and documentation. Knowledge of the effects of environmental, individual, cognitive and organizational factors on the behavior and performance of humans, as well as the associated underlying physiological, psychological and social/organizational drivers that influence human behavior. Includes knowledge of a variety of psychophysical areas such as, but not limited to, biomechanics, perception, cognition, sensory-motor control, communication, decision-making, and teamwork and human-automation interaction. Ability to apply theories, experimentation, analysis and modeling to increase fundamental knowledge about human cognition and performance. Ability to develop human factors principles and guidelines which could be used toward designing technology for human performance in complex aerospace operational environments to reduce errors and increase productivity.

2.4.9.1. Biomechanics and Ergonomics Fundamental Research (HFRBIOMECH) [1005]
TBD

2.4.9.2. Habitability and Environmental Psychology Fundamental Research (HFRHABIT) [1006]
TBD

2.4.9.3. Perception and Psychophysics Fundamental Research (HFRPERCEPT) [1007]
TBD (includes vision, audition, haptics, vestibular, multimodal)

2.4.9.4. Psychophysiology Fundamental Research (HFRPSYPHY) [1008]
TBD (includes memory, attention, task processing, etc.)



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- 2.4.9.5. Fatigue, Alertness, Circadian Rhythms Fundamental Research (HFRATIGUE) [1009]
TBD
- 2.4.9.6. Cognitive Science Fundamental Research (HFRCOG) [1010]
TBD (includes memory, attention, task processing, etc.)
- 2.4.9.7. Communication and Knowledge Management Fundamental Research (HFRCOMM)
[1011]
TBD (includes interpersonal communication, technology-mediated communication, procedures, documentation)
- 2.4.9.8. Decision Making and Risk Management Fundamental Research (HFRDECISMK) [1012]
TBD
- 2.4.9.9. Organizational Science Fundamental Research (HFRORG) [1013]
TBD
- 2.4.9.10. Human-Machine Interaction Fundamental Research (HFRHUMMACH) [1014]
TBD (includes human-computer interaction and human-automation interaction) (includes human-computer interaction and human-automation interaction)
- 2.4.9.11. Manual Control Fundamental Research (HFRMANCNTL) [1015]
TBD
- 2.4.9.12. Supervisory Control Fundamental Research (HFRSUPCNTL) [1016]
TBD (includes single human operator supervisory control and distributed [multi-agent] supervisory control)
- 2.4.9.13. Training and Adaptation Fundamental Research (HFRTRNG) [1017]
TBD (includes basic research on perceptual and behavioral adaptation, learning, memory, etc.)
- 2.4.9.14. Human Performance Fundamental Research (HFRHUMPERF) [1018]
TBD (includes basic research on human error and error countermeasures)

2.4.10. Human Factors Engineering (HUMFACTENG) [41]

Knowledge and capabilities to apply human factors engineering principles, standards, design guides, regulations, and advisory material to the design, test, evaluation, operation, and maintenance of systems and processes. Knowledge of the physical and psychological processes, capabilities, skill levels, and limitations of humans, such as the science and practical application of experimental psychology, cognitive psychology, human reliability, anthropometrics, biomechanics, and psychophysiology. Knowledge of hardware and software human-interface design principles, modalities (e.g. physical, visual, auditory, verbal), methods (e.g. field studies, analysis, modeling, prototyping, laboratory experiments, simulations, mockups, database reviews) and tools. The ability to define and analyze human engineering requirements, formulate human performance criteria, develop guidelines, develop system concepts, designs, and prototypes; evaluate human-centered technologies, and develop training curricula for application to processes and systems.

- 2.4.10.1. Biomechanical Engineering, Technology, Standards (HFEBIOMECH) [1019]
TBD



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- 2.4.10.2. Ergonomics Engineering, Technology, and Standards (HFEERGO) [1020]
TBD (including lighting, noise, vibration, physical ergonomics of hand tools, manual materials handling, etc.)
- 2.4.10.3. Space Human Factors Engineering, Technology, and Standards (HFESPACE) [1021]
TBD (focus on humans in micro-gravity, radiation environments)
- 2.4.10.4. Habitability Engineering, Technology, and Standards (HFEHABIT) [1022]
TBD
- 2.4.10.5. Perceptual Technologies and Standards (HFEPERCEPT) [1023]
TBD (includes visual display design, image and video compression, display composition and layout, icon design and font selection, auditory displays, multimodal environments)
- 2.4.10.6. Cognitive Technologies (HFECOG) [1024]
TBD (includes augmented cognition devices, decision support technologies, intelligent assistant systems)
- 2.4.10.7. Human-Automation System Design (HFEHUMAUTO) [1025]
TBD (includes Distributed Supervisory Control Design; fFunction Allocation; Mixed-Initiative Decision Making, Planning and Operations; Distributed Human-Machine Systems)
- 2.4.10.8. Training Technologies (HFETRNG) [1026]
TBD (includes computer-based training systems, intelligent tutoring systems, handbooks, documentation)
- 2.4.10.9. Human Reliability and Human Error Analysis (HFEHUMERR) [1027]
TBD

2.5. Chemical Competency Suite

2.5.1. Chemistry/ Chemical Engineering (CHEMENG) [25]
Knowledge, capabilities and practices associated with Chemistry and Chemical Engineering as applied to aerospace systems for ground and flight application, particularly for use in sensors, material sciences, propulsion, environmental, ecological, biological or laboratory processes. This includes an understanding of organic, inorganic, analytical and physical chemistry and their application to a wide variety of research, development, failure analysis, and operational systems or topics and/or principles and practices of chemical engineering.

2.5.2. Pyrotechnics (PYROTECH) [18]
Knowledge of the composition, nature, applications and handling of devices or assemblies containing or operated by propellants or explosives. Involves design and development of such systems for aerospace applications, as well as study of the safe operation and maintenance of the materials and systems. Includes knowledge of fluid and mechanics, thermodynamics, materials, chemistry and physics, structures, mechanical drawings, manufacturing processes and explosive material properties.



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2.6. Computer Science & Information Technology Competency Suite

2.6.1. Computer Systems and Engineering (COMPSYSENG) [80]

Knowledge of the design and development of computers and robots. Involves design of hardware, software, networks and processes to solve technical problems such as analyzing flight systems and aerospace data. Utilizes advanced technologies such as virtual reality, artificial intelligence, and automation. Includes knowledge of computer programming, electronics, mathematical models, and neural and other networking systems.

2.6.2. Data Systems and Technology (DATSYS) [161]

Knowledge of the principles, procedures, and tools of data management, such as modeling techniques, data backup, data recovery, data dictionaries, data warehousing, data mining, data disposal, and data standardization processes.

2.6.2.1. Database Management Systems (DATDBMMT) [1080]

Knowledge of the uses of database management systems and software to control the organization, storage, retrieval, security, and integrity of data. This could include the knowledge of the principles, methods, and tools for automating, developing, implementing, or administering database systems.

2.6.2.2. Large Scale Data Systems (DATLARGE) [83]

Knowledge of design, development and implementation of large-scale scientific data storage, access, retrieval and mining systems or techniques. Includes ability to transfer research algorithms into processing code that produces scientific data products for the science community. Includes knowledge of image methods and procedures for automated feature extraction from large data sets.

2.6.2.3. Data Visualization (DATVISUAL) [87]

Knowledge capabilities and practices associated with extracting information and knowledge from extremely large data sets through interactions with visualization systems. Capabilities include developing and using advanced data visualization systems for data mining, pattern recognition and feature extraction for application to earth and space science data sets, as well as large engineering data sets for aviation and space systems. Also involves knowledge of state-of-the art modeling and simulation techniques and hardware for interpreting data and translating the data into animated images for use in scientific and education contexts. Includes understanding of computer science, digital animation three dimensional modeling, video generation and other data representation techniques. Also involves aesthetic skills in creating renditions of data with the power to communicate meaning.

2.6.3. Intelligent/Adaptive Systems (IASYS) [85]

Knowledge of research and development techniques involving autonomous reasoning, human-centered computing and intelligent systems for data understanding towards mission requirements. Possesses knowledge of the practices associated with creating advanced intelligent, self-monitoring and adaptive computer science systems for use in development of aerospace vehicles (including unmanned systems), enhancement of aerospace flight safety and efficiency, and understanding of scientific data. Includes knowledge of modeling and simulation, techniques of artificial intelligence, virtual reality, automated software engineering, and collaborative and assistant systems, as well as understanding of vehicle health management.

2.6.4. Network Systems and Technology (NETSYS) [81]

Knowledge of how to research and implement high-speed wide area networks, including technology development to allow very advanced networks to allow data, audio and video communication. This includes electrical, optical and



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wireless transmission, telemetry and modeling, simulation of communication systems, and emulation of flight systems, sensors and data acquisition systems to function in an optimal fashion for distributed science and engineering applications. Involves technical skills used in the development and application of computer networks and Internet technology, including switching/routing technology, network architecture, and network security.

2.6.5. Neural Networks & Systems (NEUNETSYS) [84]

Knowledge, capabilities, and practices of synthesizing practical implementations of artificial neural networks for application to NASA missions, programs, and projects. This includes such applications as machine learning algorithms and pattern recognition systems for intelligent flight control systems, complex spacecraft docking capabilities, and instrument control mechanisms.

2.6.6. Robotics (ROBOTICS) [79]

Knowledge of engineering, design, development, analysis and testing of robotic and robotic/human systems, including telerobotics. Includes knowledge of operational impacts and sustaining engineering on the system.

2.6.7. Software Engineering (SWENG) [82]

Knowledge and ability to apply systematic, disciplines and quantifiable approaches to the acquisition and development of software systems for spaceflight, ground support, airborne and facility applications. Development and management of simulations, tools and integrated software development environments for the design, development, verification, testing, manufacture, operation and maintenance of such systems. Specialized knowledge to predict, evaluate and manage critical performance attributes of software-intense systems such as real-time response and embedded hardware-driven resource limits. Includes knowledge of high-performance computing, graphical user interfaces, networking, data integrity and security.

2.6.8. Imaging Analysis (IMAGING) [166]

This competency refers to the knowledge and capabilities associated with the analysis of all imaging media to include film, motion picture and video in both visible and non-visible spectra. Includes using digital imagery manipulation techniques such as frame averaging, motion stabilization, point tracking, etc. to obtain specific data from the images such as object size, orientation, trajectory, and velocity. Requires detailed understanding of the cameras and photographic and digital processes used to obtain the imagery. The analysis supports vehicle preparation, launch, on orbit, in-flight, landing, terrestrial, extraterrestrial and planetary study as well as other areas of imaging. This competency supports exploration, research and operations from basic scientific knowledge through flight safety.

2.7. Electrical & Electronic Competency Suite

2.7.1. Avionics (AVIONICS) [21]

Knowledge of research and engineering of real-time analog and/or digital electronic avionics systems that use data acquired from sensors and instruments and processes it to determine status of systems for aircraft and spacecraft for such purposes as flight control, flight path management and vehicle health monitoring. Includes knowledge of design and development of computational hardware and software networks and interfaces, electrical integration, power distribution and electrical systems engineering.

2.7.2. Communication Networks & Engineering (COMNETENG) [60]

Knowledge and practices associated with researching and developing air and space communications architectures and networks to meet mission and system requirements, and to research new technology for improving air traffic



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management and communication between satellites, flightcraft, spacecraft and ground. Includes knowledge of communication systems electronics engineering for sending and receiving signals with different networks, including wireless, digital and radio frequency bandwidths. May involve ability to make effective, efficient, and prudent use of the radio spectrum in the best interest of the Nation, with care to conserve it for uses where other means of communication are not available or feasible.

2.7.3. Electro-Mechanical Systems (ELMECHSY) [15]

Knowledge of and ability to design, develop, test, integrate and evaluate electro-mechanical systems such as; gimbals, cryogenic mechanisms, smart structures, and magnetic bearings, solar array drive systems, choppers, shutters, scanning, and focusing mechanisms. Has capability to perform the complete engineering lifecycle on systems for the drive, sensing, and control of precision flight instruments, and spacecraft subsystems.

2.7.4. Electrical and Electronic Systems (ELSYS) [13]

Knowledge of engineering design and analysis, development and research of electrical systems and components for air, space and ground systems and instruments. Includes knowledge of electrical integration (cable design/development/testing) such as electrical / electronic design requirements definition, subsystem and circuit analysis, test procedure development, and safety analysis. Includes knowledge of analog and digital electrical systems engineering, EEE parts, electronic packaging design and tools, reliability and environmental effects, power generation, distribution, storage and conditioning systems. Knowledge of thermal analysis of printed circuit boards and use to analyze data to optimize design of flight electronics.

2.7.4.1. Instrumentation Systems (ELINSTR) [1042]

Knowledge, capabilities, and practices related to the design, development, characterization, and application of measurement and instrumentation systems used on space vehicles, flight payloads, experiments, ground test equipment, and test facilities. Ability to select and test appropriate measurement sensors for the various applications and integrate these sensors into larger subsystems. Includes knowledge of, and capability to perform, research and development of new, advanced and unique measuring sensors for both flight and ground instrumentation systems in the areas of temperature, pressure, vacuum, vibration, position, displacement, acceleration, mass spectroscopy, heat flux, flow, optical spectrometry and strain.

2.7.4.2. EEE Parts (ELEEEPART) [1043]

Knowledge, capabilities, and practices associated with EEE Parts requirements, selection, analysis, and verification for space flight and ground support hardware.

2.7.4.3. Parts & Packaging (ELPARTSPKG) [1044]

Knowledge, capabilities, and practices associated with electro-mechanical design including printed circuit (pc) layout, design of mechanical housings (black boxes), thermal analysis of pc boards and black boxes, and processes involved in the manufacturing/assembly of this hardware.

2.7.4.4. Electrical Circuits Engineering (ELCIRCUITS) [1045]

Knowledge of, and capability to perform, engineering design and analysis, development and research of electrical circuits components, subsystems, and systems for air, space and ground systems and instruments. Includes knowledge of electrical cable design, development, and testing; electrical power distribution requirements and design; electrical packaging integration; subsystem and circuit analysis; test procedure development and safety analysis; reliability and environmental effects; and knowledge of thermal analysis of printed circuit boards and subsequent use of thermal data to optimize flight electronics design.



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2.7.5. Flight and Ground Data Systems (FLTGNDSYS) [19]

Knowledge of controlling and monitoring systems for aerospace vehicles, payload flight systems and related ground equipment. Knowledge of processing techniques and requirements for housekeeping, health and status, operational and science data for spacecraft and science instruments. Includes knowledge of data acquisition, storage, distribution systems, as well as data analysis and troubleshooting techniques; special purpose analog/digital data handling and unique interface applications software. Assumes broad understanding of IT, electronics and communications disciplines and an ability to integrate the pieces together to optimize the design, integration and test of flight and ground hardware and software

2.7.6. Control Systems, Guidance & Navigation (GNC) [22]

Knowledge of and ability to develop analytical, computational, and experimental methods for control/guidance algorithms, and apply research to develop requirements for control and instrumentation systems; establish component and systems; and use analytical modeling and simulation tools that determine control dynamic solutions. Knowledge of research and engineering of integrated aerospace vehicle systems for the guidance, navigation, and control and health management of flight vehicles in the atmosphere and space. Includes knowledge of sensors and avionics, flight dynamics, mathematical modeling, experimental methods and a broad array of engineering disciplines.

2.7.6.1. Spacecraft & Stabilization Control Design and Analysis (GNCSPACE) [1046]

Knowledge of and ability to conduct research and develop analytical, computational, and experimental methods for control algorithm and control mechanism design and development for space vehicles, space systems and subsystems. Application of research and or trade studies to develop requirements for control mechanisms, sensors and instrumentation systems; establish functional, performance, design, analysis, test, integration and verification requirements for in-space control systems and precision pointing and stabilization systems, subsystems, control mechanisms and components. Competency includes the use analytical modeling and simulation tools that determine control system solutions, along with the knowledge of research and engineering of integrated space vehicle systems for spacecraft control and health management of flight vehicles in diverse space environments. Includes knowledge of sensors, avionics, actuation and control mechanisms, large space structure dynamics, mathematical modeling, interplanetary environmental models, experimental methods and a broad array of engineering disciplines.

2.7.6.2. Vehicle Control Design and Analysis (GNCVEHCNTL) [1047]

Knowledge of and ability to research and develop analytical, computational, and experimental methods for control algorithm and control mechanism design and development for launch vehicles, space vehicles, and space systems and subsystems. Apply research to develop requirements for control mechanisms, sensors and instrumentation systems; establish functional, performance, design, analysis, test, integration and verification requirements for vehicle control systems, subsystems, control mechanisms and components; and use analytical modeling and simulation tools that determine control system solutions. Knowledge of research and engineering of integrated aerospace vehicle systems for vehicle control and health management of flight vehicles in the atmosphere and space. Includes knowledge of sensors, avionics, actuation and control mechanisms, flight dynamics, mathematical modeling, experimental methods and a broad array of engineering disciplines.

2.7.6.3. Guidance Design and Analysis (GNCGUIDE) [1048]

Design of guidance algorithms that command vehicle attitude angles and throttle settings (if applicable) for taking a vehicle from the current state to the desired final state in an optimal fashion within constraints. Includes all flight phases. Implementation of guidance algorithms in simulation. Support of vehicle design analysis through guided simulations including aborts and dispersions. Support of verification through demonstration that guidance integrates with the other subsystems to meet overall requirements. Detailed definition of guidance algorithms and support of software development and testing.



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2.7.6.4. Navigation System Design and Analysis (GNCNAVSYS) [1049]

Knowledge of and ability to employ navigation hardware including Inertial Measurement Unit's (IMU: gyro and accelerometers), Global Position Satellite receivers, star trackers, sun sensors, etc. Knowledge of and skill in using Kalman filtering and other software techniques to merge data from different sources to obtain an accurate and optimum navigation solution. Skill in using the output navigation solution for orbit determination.

2.7.7. Micro-Electromechanical Systems (MICROELMEC) [16]

Knowledge, capabilities and practices associated with the research, design, development, test, evaluation, application and manufacture of MEMS technologies, including microfabrication, microsystem design and integration, modeling, and packaging.

2.7.8. Metrology and Calibration Competency (METROLOGY) [160]

This competency refers to the knowledge, capabilities and responsibilities associated with the NASA Metrology and Calibration Program. It requires an understanding of the science of measurement and the comparing of a standard of known accuracy with a unit of test and measuring equipment (TME) for the purpose of detecting, correlating, reporting, or eliminating by adjustment any deviation in the accuracy of the unit being compared. It requires application of traceability principles and uncertainty analyses in relating those measurements to National standards, intrinsic standards, derived standards, or acceptable measurement systems through an unbroken chain of comparisons. This competency also includes understanding calibration laboratory requirements, their origin and purpose, application to contracts, use in auditing and surveillance, implementation in management and quality systems, and the impact of deficiencies, such as, out-of-tolerance TME.

2.7.9. Wireless Communications and Telemetry (WIRELESS) [159]

Knowledge, capabilities and practices associated with the design, analysis, development and/or test of microwave, RF electronic/Electromagnetic systems, particularly for use in flight vehicles, payloads or associated ground support equipment processes. Includes devices utilizing advanced technology for instrument (including data system) and communications (including telemetry) applications. Includes knowledge and capability in one or more of the following areas; RADAR, antenna systems for general electromagnetic components, communications systems for space, suborbital, aircraft, and ground applications, instrument systems (both active and passive), transmitting and receiving systems, transmission lines, electromagnetic propagation, data interleaving systems, navigational aids, atmospheric effects, multipath, scattering, Electromagnetic Interference, Compatibility and Effects (EMI/EMC/EME), modulation techniques, spectrum analysis, and non-ionizing radiation safety.

2.8. Power & Propulsion Competency Suite

2.8.1. Advanced In-Space Propulsion (ADVPRO) [72]

Research, development, design, testing and evaluation of propulsion technologies, such as nuclear propulsion, and space power generation systems to dramatically improve every aspect of in-space propulsion. Specialty knowledge in specific technologies such as nuclear propulsion, high powered electrical, solar voltaic, fuel cells, solar dynamic, and propellantless propulsion such as electrodynamic tethers and beamed energy.

2.8.1.1. Advanced Chemical & Thermal Prop (APCHEM) [1052]

Research, development, design, testing and evaluation of propulsion system technologies which seek to increase the performance rockets in the space environment through novel means such as more energetic chemical propellants, ultralightweight propellant storage and management subsystems, high temperature system operation, heat addition to propellant by insolation concentration, etc.



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2.8.1.2. Electric Propulsion (APELEC) [1050]

Research, development, design, testing and evaluation of in-space electric propulsion system technologies, comprising power, power conditioning, propellant storage and management, and thrusters. Specialty knowledge in the three categories of electric propulsion thruster devices: electrothermal, electromagnetic and electrostatic.

2.8.1.3. Propellantless Propulsion (APNOPROP) [1051]

Research, development, design, testing and evaluation of in-space propulsion systems which use technologies other than discharge of a propellant to gain motive force (i.e., non-rocket propulsion). Specialty knowledge in one or more categories of propellantless propulsion devices including solar sails, momentum exchange – electrodynamic reboost tethers, aerocapture, etc.

2.8.2. Airbreathing Propulsion (AIRPRO) [69]

Knowledge of technologies and concepts for airbreathing propelled vehicles in order to enhance the safety of operations, reduce lifecycle costs, contribute to reduced costs of air travel and access to space, and reduce carbon dioxide emissions. Includes knowledge of various engine cycles, flight conditions, efficient mixing and combustion, various materials, and reliable design tools for aerodynamic and propulsion system design and performance prediction, as well as application of combined cycle systems to advanced propulsion techniques.

2.8.3. Combustion Science (BOOMSCI) [74]

Employs knowledge, capabilities and practices of study of the science of burning and burning processes, including reaction kinetics and fuels, particularly related to heat transfer, combustion and fluid flow processes by which chemical energy is converted to propulsive power. Utilizes ground based or microgravity experiments to increase basic knowledge of combustion processes

2.8.4. Hypersonic Airbreathing Propulsion (HAIRPRO) [70]

Knowledge of research and testing activities associated with hypersonic airbreathing propulsion flowpath and its integration with the vehicle concepts. Includes knowledge of the physics of high speed fuel-air mixing and combustion. Ability to plan, conduct, and interpret results of experimental and computational investigations to derive engine performance. Inherent within this competency is also the ability to design and develop engine components (inlet, combustor, and nozzle) and their interaction.

2.8.5. Hypergolic Systems (HYPERSYS) [71]

Knowledge, capabilities and practices associated with hypergolic propellants and propulsion systems. This includes handling characteristics, material properties, system safety, and system unique requirements for the safe and effective test, implementation, and operation of hypergolic systems for research, development, design, analysis, testing and/or evaluation.

2.8.6. Nuclear Engineering /Propulsion (NUCLEARENG) [138]

Knowledge of scientific and engineering principles associated with the safe design and operations of terrestrial and non-terrestrial nuclear reactor systems and radioisotope decay power systems. Knowledge and practice of neutron fission and decay of nuclear material, radioactivity determination/calculation/shielding due to fission and decay of nuclear materials, thermodynamics, nuclear/quantum physics, materials science, operations and control principles of nuclear reactors, simulation of reactor operations, health-physics effects of reactor radioactivity on humans, and probabilistic risk assessment. Ability to develop design concepts for potential nuclear propulsion systems, evaluating proposed designs and doing tradeoffs to determine which concepts can be incorporated into future space missions.



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2.8.7. Propulsion Systems & Testing (PROSYS) [68]

Knowledge of conceptual aeropropulsion and aviation systems analysis and testing to assess the benefits of aeropropulsion systems, subsystems and components over all flight regimes from general aviation through space access. Knowledge of the integration of component technologies into conceptual systems. Includes research, design, testing, and evaluation of components systems such as combustors, inlets, nozzles, and turbomachinery, emissions, engine materials and structures, propulsion controls, and propulsion airframe integration. Knowledge of advanced, distributed instrumentation for acquiring improved information in a hostile engine environment. Experience in advanced methods for safe and affordable rocket propellant aeropropulsion systems testing.

2.8.8. Power - Energy Storage (PWRENG) [76]

Knowledge, capabilities, and practices associated with the design, development, test, and evaluation of battery, flywheel, fuel cell, membrane technology and other electrical power storage components and systems.

2.8.9. Power Generation - Photovoltaics (PWRPHO) [77]

Knowledge, capabilities, and practices associated with the design, development, test and evaluation of photovoltaic power generation systems, including electric actuation and solar cell/array systems.

2.8.10. Power Systems (PWRSYS) [75]

Applies knowledge and capabilities involved in the design, development, test, and evaluation of hardware for power generation, storage, conditioning and distribution for all vehicles, spacecraft, and experiments. Inherent within this is a broad knowledge of power sources and technologies and the ability to develop power architectures and integrate all elements into networked systems tailored to their specific environments. Also includes development, test and evaluation of the impact of environments and material on power systems.

2.8.11. Power Generation - Thermal Systems (PWRTHM) [78]

Design development, test, and evaluation of dynamic power systems including thermal and solar dynamic systems.

2.8.12. Rocket Propulsion (ROCKETPRO) [73]

Knowledge of research and testing activities associated with liquid and solid rocket propulsion. Includes knowledge of combustion devices, cryogenic tanks, propellant feedlines, tank pressurization systems, engine systems, and propulsion system subcomponents such as gas generators, thrust chambers, turbopump assemblies, valves, propellant ducts, and auxiliary propulsion systems, as well as application of combined cycle systems to advanced propulsion techniques.

2.8.12.1. Turbomachinery Design and Analysis (RPTURBO) [1053]

Knowledge, capabilities and practices associated with defining, developing, integrating and verifying liquid engine turbomachinery for advanced propulsion systems. This includes the ability to derive turbomachinery design requirements, perform design analyses necessary to size turbomachinery, define hydrodynamic and aerodynamic performance, establish geometry of flow path components, and perform trade studies required to evaluate the mechanical layout of the machine. Technical abilities include coordinating engine and turbomachinery interfaces; internal flow dynamics, heat transfer, rotordynamics, structural design, and material selection for all turbomachinery components especially high speed seals and bearings. Also includes component test planning, test integration, and data analysis.



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2.8.12.2. Combustion Devices Design and Analysis (RPCOMBUST) [1054]

Knowledge, capabilities and practices associated with defining, developing, integrating and verifying liquid engine combustion devices for advanced propulsion systems. This includes ability to conduct preliminary design and analysis with respect to approach, dimensions, structural analysis, performance predictions and meeting engine balance requirements. Includes the ability to coordinate all activities necessary for finalization of design, fabrication, test planning, testing, and data analysis of combustion devices components which include, injectors, thrust chambers, nozzles, preburners, heat exchangers, and ignition systems.

2.8.12.3. Valves, Lines & Ducts (RPVALVES) [1055]

Knowledge, capabilities, and practices associated with propulsion system valves, valve actuators, lines, ducts, miscellaneous fluid components, and fluid systems, including functional design, detailed design, testing and evaluation, anomaly resolution, manufacturing techniques, assembly, inspection, insight and oversight. Knowledge pertaining to integration of valves, valve actuators, lines, ducts, and miscellaneous fluid components into flight systems, developmental systems, and ground test systems.

2.8.12.4. Propellant Management Systems Design and Analysis (RPPRPMMT) [1056]

Knowledge of cryogenic fluid physics and heat transfer associated with the design and development of cryogenic tankage, insulation systems, zero boil-off, cryocooler systems, thermodynamic vent systems, zero-G propellant management devices, zero-G liquid mass gauging, and incorporation of these into complete cryogenic propellant storage and management systems for long-duration space flight.

2.8.12.5. Spacecraft and Auxiliary Propulsion System Design and Analysis (RPAUXPRP) [1057]

Knowledge, capabilities and practices associated with the development of reaction control thrusters, orbital maneuvering engines, pressurization systems, propellant acquisition devices and feedsystems for storable and cryogenic propellants in pressure-fed spacecraft auxiliary propulsion systems.

2.8.12.6. Analytical and computational Fluid Mechanics (RPFLUIDMCH) [1058]

Knowledge, capabilities and practices associated with the development, validation, and application of Computational Fluid Dynamics (CFD) techniques and codes for tanks, ducts, valves, turbomachinery, and combustion components as commonly found in chemical propulsion systems (solid, liquid, and gas propellants). This involves expertise in high fidelity numerical simulation of internal flows that involve finite-rate chemistry, multiple phases, cavitation, unsteadiness, turbulence, a large range in fluid Mach number, and relative motion between elements in the simulation. Includes the pursuit of experimental research and technology projects related to obtaining data for model validation and for demonstrating advanced fluid design concepts. Requires working knowledge of thermal and structural dynamic modeling in order to properly provide output of tasks to these other disciplines.

2.8.12.7. Dynamic Data Analysis (RPDYNDATA) [1059]

Diagnostic evaluation of rocket engine vibration data acquired from high frequency sensors such as accelerometers, strain gauges, proximity probes, and fluctuating pressures. Data from these sensors is acquired at high speeds (10,000 to 100,000 samples/second) allowing for high frequency spectral analysis to be performed on engine/engine components. Time, frequency, and phase domain analyses results are maintained in databases that are utilized to determine engine/engine component health, statistical family comparability, and flight acceptability.

2.9. Sensor Systems Competency Suite

2.9.1. Sensors & Data Acquisition - Aeronautics (AEROSEN) [20]

Knowledge, capabilities and practices associated with sensors and data acquisition systems, particularly for use in flight vehicles, payloads and/or associated ground support equipment processes, such as propulsion system sensing or vehicle



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health management. This includes knowledge of sensing characteristics and properties, data acquisition and data processing characteristics and properties, and system unique requirements for the safe and effective implementation of sensors and data acquisition usage in aerospace systems.

2.9.2. Detector Systems (DETECTSYS) [96]

Knowledge, capabilities, and practices related to the research, design, development, characterization, and application of detectors and detector systems with an emphasis on remote sensing applications. Includes research and development of advanced detectors and detector systems covering a wide spectral range to include UV, visible, IR, and microwave. Also includes the design, development, test, characterization, and integration of detectors and detector systems into a variety of applications with an emphasis on remote sensing systems.

2.9.3. Electron Device Technology (ELDEVTEC) [14]

Knowledge and practices associated in conducting research and development of electron device technology for communications component and systems such as microwave devices, MEMS and MMICs.

2.9.4. Electromagnetics (ELMAG) [12]

Knowledge, capabilities, and practices associated with research and technology in analytical, computational, and experimental methods to quantify and control complex electromagnetics phenomena to address issues such as electromagnetic interference, electromagnetic compatibility, electrostatic discharge, and advanced integral/conformal antennas. Also includes engineering design of systems and how they will react given electromagnetic fields, compatibility, interference and discharge.

2.9.5. Laser Technology (LASER) [92]

Knowledge of high performance, high reliability lasers and laser systems for measurement of essential planet atmospheric variables including aerosols, water vapor, ozone, wind velocity, green house gasses, ozone, and metrology applications such as ice cap thickness, as well as medicine and manufacturing technologies. Able to apply subspecialty knowledge to research crystal materials and their frequencies, and design highly precise laser systems (such as those tunable and stable to a part per million with high spectral purity, in double pulse format with multibillion shot lifetime) that can withstand both launch and the rigors of deployment in space.

2.9.6. Microwave Systems (MICROSYS) [94]

Applies knowledge and practices associated with the design, analysis, development and test support for devices utilizing advanced technology for instrument (including data system) and communications (including telemetry) applications. Includes knowledge and capability in one or more of the following areas; antenna systems for general electromagnetic components, communications systems for space, suborbital, aircraft, and ground applications, instrument systems (both active and passive) for space, suborbital, aircraft, and ground applications, and systems and components for instrument, communication, telemetry, and radar applications.

2.9.7. Optical Systems (OPTSYS) [93]

Applies principles and practices related to the research, design, development, test, and evaluation and/or operation of optical components and systems, including optical sensors and optical data/image processing. Inherent within this competency is knowledge, capabilities, and practices associated with mechanically and digitally based optical instruments and associated measurement systems required to support siting, construction, assembly or operation of



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facilities, flight vehicles, payloads, infrastructure, and/or associated ground support equipment and processes. This includes the knowledge of light and optical theory and its application, surveying techniques; measurement equipment operation, care and calibration; measurement data acquisition and data processing techniques; and system unique requirements for the safe and effective implementation of data acquisition in a wide variety of systems.

2.9.8. Remote Sensing Technologies (REMOTESENS) [95]

Knowledge, capabilities, and practices related to the research, design, development, characterization, and application of active and passive remote sensing and detector systems. This includes advanced flight-qualified laser systems, optical components, microwave systems, radiometric sensors, and other remote sensing instruments as well as associated component subsystems, detectors, calibration systems, and data acquisition systems. Includes knowledge of, and capability to perform, research and development of advanced detectors and detector systems covering a wide spectral range to include UV, visible, IR, and microwave. May include the design, development, test, characterization, and integration of detectors and detector systems into a variety of applications with an emphasis on remote sensing systems. Assumes a broad understanding of specialty areas such as Electro-optical, Imaging, Laser, Lidar or Optics technologies.

2.10. Structures, Materials & Mechanics Competency Suite

2.10.1. Analytical and Computational Structural Methods (ACMSTR) [64]

Research knowledge, capability, and practices for developing computationally efficient methodologies for structural modeling, analysis, and design, for predicting response, damage tolerance, and residual strength of aerospace structures using nonlinear structural analysis methods and models, for developing validated finite element methods for special purpose computational methods including rapid optimal structural sizing, for developing analytical models for radiation protection and shielding, and for developing multi-sensory, visually immersive simulation and design methodologies for enhanced understanding and collaboration. Involves in-depth understanding of mathematics and computer science.

2.10.2. Advanced Materials and Processing Science (ADVMATSCI) [65]

Research knowledge, capabilities and practices associated with the synthesis, structure, processing and properties of materials, from atomic to macroscopic, including the behavior and mechanisms by which types of materials react to stresses, processes and environments, particularly the harsh environment of space. Includes experimental research into materials such as electronic materials, glasses and ceramics, metals and alloys, lubrication materials, sealants, foams, composites and polymers for improving current and enabling future aerospace applications. Includes computational research to develop validated structure-property relationship models for all classes of materials. Includes processing, testing, and characterizing these materials to further understanding of how they can be combined or treated to improve the quality and reliability of systems, control defects and prevent contamination of operating systems or components.

2.10.3. Materials Science and Engineering (MATSCIENG) [66]

Knowledge capability and practices associated with research into the characteristics and performance of materials and the design, development and testing of those materials within aerospace structures such as flight systems, ground support and facility systems. Includes the development of math models for assessment of material durability and response to environmental conditions and contaminants. Includes broad knowledge of materials disciplines, including material types such as ceramics, metallics, and polymers as well as tribology or surface science.

2.10.3.1. Metallurgy (MSEMETAL) [1060]

Knowledge capability and practices associated with research into the production, characteristics, structure, properties, and performance of metallic materials and the design, development, processing and testing of those metals within aerospace structures such as flight systems, ground support and facility systems. Includes the development of math models and statistical methods for assessment of the durability and response of metallic



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materials to environmental conditions, composition, processes and applied forces. Includes broad knowledge of the metallurgical discipline, including characteristics of metallic alloy types and methods of processing metals into final products such as molding, shaping, forming, thermal treatment, joining, electrochemical processes, corrosion control, superalloys, powder metallurgy, metal matrix composites, and nanostructures. Also includes broad capabilities in metallurgical analysis, evaluation and testing, including surface, microscopic, chemical, crystallography, internal micro and macrostructural analysis, and practices in physical and mechanical testing to determine and achieve design criteria such as strength, hardness, toughness, corrosion behavior and performance in extremes of environment and temperature, with emphasis on evaluation of metals under operating environments to produce reliable and quality materials that will resist expected failure modes such as corrosion, stress concentration, metal fatigue, creep and environmental stress fracture. Includes analysis of the nature, behavior, and physical characteristics of metals and their alloys, including the mechanisms and effects by which materials react to stresses, environments, and processes in order to select, plan, design, develop processing methods and produce materials with specific and exacting properties for aerospace applications.

2.10.3.2. Non-metallics (MSENONMET) [1061]

Knowledge capability and practices associated with research into the production, characteristics, structure, properties, and performance of non-metallic materials, including organic and inorganic polymeric materials, fiber and resin systems, as well as the design, development, processing and testing of those non-metals within aerospace structures such as flight systems, ground support and facility systems. Includes assessment of the durability and response of non-metallic materials to environmental conditions, composition, manufacturing processes and applied forces. Includes broad knowledge of the non-metallic materials engineering discipline, including characteristics of non-metal types such as ceramics, glasses, polymers, composites, thermal insulation, polymer and ceramic matrix composites as well as methods of processing into final products. Also includes broad capabilities in analysis, evaluation and testing of non-metallics including the analysis of the nature, behavior, and physical characteristics of non-metals and their constituents, including the mechanisms and effects by which materials react to stresses, environments, and processes.

2.10.3.3. Failure Analysis (MSEFAILURE) [1062]

Knowledge capability and practices associated with research into the characteristics and performance of materials and the design, development and testing of those materials within aerospace structures such as flight systems, ground support and facility systems, and investigation and evaluation of failed materials and surfaces to determine the root causes of failure. Includes the capability to analyze, plan, and execute failure analysis for a component fabricated of a structural material, identify failure modes and recommend improvements to resolve original problem (e.g., redesign component, which may include fabricating it from a more resistant material). Examines failures by evaluating metallurgical cross sections, plus application of the full range of etching techniques in addition to the traditional techniques based on reflected light microscopy, and also use a broad range of non-destructive testing techniques and a full range of mechanical testing equipment to quantify the failure modes and rates. Includes knowledge and practices in operation of electro-optical and diagnostic equipment (such as scanning electron microscopy, TEM, ESCA, OLM, SIMS, energy-dispersive x-ray, computerized radiography and Auger microprobe spectroscopy, etc.) to augment observations made metallographically to detect or confirm chemical contributions to failure mechanism composition, examine fractures or crack-like defects, and to analyze hardness, grain size, surface chemistry of the first few atomic layers, as well as bulk microstructural features. Includes the development of math models for assessment of material durability and response to environmental conditions and contaminants. Includes broad knowledge of materials disciplines, including material types such as ceramics, metallics, composites and polymers as well as tribology or surface science.

2.10.3.4. Contamination Control (MSECONTAM) [1063]

Knowledge capability and practices associated with the applications in materials, processes, contamination and foreign object debris (FOD) control requirements definition and insuring proper implementation through consulting, monitoring, testing and training services. Areas of responsibility include contamination control and foreign object debris (FOD) program development addressing both ground processing and on-orbit applications as applicable. Ground processing includes all areas from design, materials procurement, manufacturing, assembly, test,



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transportation, storage, launch site processing and any post flight refurbishment activities. Included are laboratory analysis and testing skills useful in ground processing materials and instrumentation applications for surface cleaning and cleanliness analysis/inspection. On-orbit applications include thermal vacuum environmental or space simulation testing. Material and process evaluations related to space simulation include material and component outgas testing, sensitive hardware bake-out certification, and ultraviolet enhanced contaminant deposition characterization.

2.10.4. Mechanics and Durability (MECHDUR) [62]

Research knowledge, capabilities, and practices for quantifying complex aerospace material and structural responses under combined loading and environmental conditions, for investigating the expected lifetime performance, damage tolerance, and reliability of materials and structures, for developing mechanics-based multifunctional materials and structures technologies through characterization, analytical modeling, and simulation, for developing hierarchical models to conceive reliable and safe concepts that are efficient, tailored, high precision, and deployable, and for conceiving, developing, and implementing novel test methods, techniques, and measurement technologies for validating advanced concepts and approaches. Includes the ability to conduct mass properties analysis.

2.10.5. Mechanical Systems (MECHSYS) [17]

Knowledge, capability and practices involving the design, development and testing of vehicle and instrument structures, mechanisms deployment systems, associated mechanical ground support equipment and facilities structures. Includes knowledge of mechanical requirements development; mechanical system interfaces among instruments, subsystems, vehicle and ground systems; vehicle and instrument manufacturing and assembly; and vehicle and instrument alignment techniques and qualification testing. Includes knowledge of manufacturing techniques, materials, mechanical and materials standards, parametric computer aided design, mechanisms design, basic structural analysis, and knowledge of the state of best practice for complex mechanical systems.

2.10.6. Non-destructive Evaluation Sciences (NONDESSCI) [67]

Research knowledge, capabilities, and practices for developing and applying advanced sensors, health monitoring technologies, computational techniques, and NonDestructive Evaluation (NDE) methodologies, e.g., x-ray, ultrasonic, eddy current inspection, to characterize advanced materials and structures, for developing intelligent, autonomous micro and nano-methods for characterization, health monitoring, control, and self-repair of aerospace systems, and for developing techniques and concepts for nondestructive flaw detection, manufacturing process control sensing, and instrument system miniaturization.

2.10.7. Structural Systems (STRUCTSYS) [63]

Knowledge, capability and practices associated with using and modifying advanced analytical and computational methods to design, develop, test and research the characteristics and performance of structures. Includes the development of structural math models for and comprehensive assessment of air, space and ground structures, the analysis of the models to determine structural response to multiple external and internal environmental conditions, and analysis of flight and test data for structural systems. Includes broad knowledge of structures disciplines including structural dynamics, structural mechanics, structural acoustics, mechanisms, electro-mechanical devices, aeroelasticity, impact, damage tolerance and structural life prediction. Also involves research into measurement, instrument and test systems to assess structural characteristics and risks, and ensure system integration.



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2.10.8. Structural Dynamics (STRUCTDYN) [61]

Research knowledge, capabilities and practices for developing and analyzing methods to predict, verify and control structural dynamic response for aerospace structures and components including payloads, launch vehicles and propulsion systems. Involves ability to develop high fidelity integrated mechanical three-dimensional models to simulate system behavior and to provide a more thorough understanding of interactions between structures and the motion of mechanisms.

2.10.9. Thermal Structures (THERMALSTR) [105]

Research knowledge, capabilities, and practices for designing, developing, analyzing, and validating thermal-structural concepts for aerospace systems subjected to extreme operational environments and for developing design technology for thermal-structures applications and for multiscale optimization of metallic materials, structures, and fabrication processes.

2.11. Thermal/Fluid Competency Suite

2.11.1. Cryogenics Engineering (CRYOENG) [26]

Knowledge, capabilities and practices associated with aerospace cryogenic systems, particularly for use in propulsion, life support, refrigeration and laboratory processes. This includes handling characteristics, material properties, system safety, and system unique requirements for the safe and effective usage of cryogenic fluids for research, development, design, analysis, test, operation and/or evaluation of cryogenic fluids storage and transfer systems for both fuels and oxidizers.

2.11.2. Fluid Systems (FLUIDSYS) [106]

Knowledge, capabilities, and practices associated with basic fluid physics research (including microgravitational study of complex fluids, multiphase and phase change, fluid dynamics and instabilities, and interfacial phenomena), as well as modeling and development, design, integration, analysis, test, operation and evaluation of aerospace ground and flight closed fluid systems. Knowledge of assessment of requirements, establishment of specifications and evaluation to insure proper function and compatibility of fluid systems hardware/components. Also includes integration of control logic and control systems design to ensure a fully functional process system, and design and development of instruments for imaging fluid leaks, evaluating sensitivity, vibration susceptibility and field usability to ensure safe implementation, particularly for hydraulic and pneumatic fluid power systems. This requires the basic knowledge and skill of mechanical design, fluid physics, fluid mechanics, component design, and integrated system layouts / designs and evaluation of their capability to satisfy functional and performance requirements. Agree with recommended change, however, move under new knowledge category mechanical engineering.

2.11.3. Fluid Physics (FLUIDPHY) [43]

Employ knowledge of the motion of fluids and the effects of such motion, to the understanding, control and improvement of industrial and natural processes. Areas of research include microgravitational study of complex fluids, multiphase and phase change, fluid dynamics and instabilities, and interfacial phenomena.

2.11.4. Thermal Systems (THERMALSYS) [104]

Knowledge, capabilities and practices associated with heat transfer, fluid flow, and thermodynamics in the design, development, testing, integration and evaluation of passive and active thermal control systems for spacecraft, propulsion systems, instruments, experiments, sensors, aircraft, ground systems, thermal protection systems and facility systems.



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Includes knowledge and practices in the development of advanced thermal hardware and thermal technology for future spacecraft, propulsion systems, instrument, and sensor applications including heat pipes, two-phase heat transfer systems, cryogenic systems, advanced coatings, and heat pumps. Includes knowledge of the development of math models for low and high speed convection, conduction, radiation, ablation and aeroheating.

2.12. Multi-disciplinary R&D Competency Suite

2.12.1. Advanced Analysis and Design Method Development (AADMD) [91]

Enable the mission and system analysis and technology trades for advanced aerospace system concepts. Knowledge of systems analysis methods for use in performing conceptual analysis and design of aerospace systems. Knowledge of multidisciplinary design optimization methods for use in preliminary and detailed engineering analysis and design of aerospace vehicles and spacecraft (including design, manufacturing, and operations).

2.12.2. Advanced Measurement, Diagnostics, and Instrumentation (ADVMDI) [111]

Knowledge, capabilities, and practices associated with research and development, assessment, implementation, and integration of advanced measurement, flow diagnostics, instrumentation to understand and discover flow physics, to develop and validate physical/chemical models, and to support aerodynamic, aerothermodynamic, acoustic, and hypersonic airbreathing propulsion design and analysis of aerospace vehicles in ground facilities and in flight. Inherent within this competency is also the ability to resolve issues arising from test articles, data systems, and integrated measurement systems and their interactions.

2.12.3. Advanced Experimentation and Testing Technologies (AETT) [109]

Knowledge of advanced experimentation and testing philosophies and approaches that provide results to inform research activities in specialized areas such as structures, materials, airborne Systems, aerodynamics, and propulsion. Ability to develop and use specialized facilities and equipment such as wind tunnels, and laboratories. Includes knowledge of how to plan, conduct and interpret experimental test results to understand the interaction of test elements on the design of current and future aerospace vehicles. Also involves ability to develop, manage and enhance test processes to optimize productivity, cycle time, data quality, cost and customer satisfaction.

2.12.4. Mathematical Modeling & Analysis (MMA) [86]

Knowledge, capabilities and practices associated with mathematical modeling, the design of algorithms and applied computational methods, simulation and analysis of physical systems to represent structural, fluid, thermal, dynamic, chemical, or other real phenomena in a quantifiable manner. This includes using manual calculations and computer simulation software. Models can refer to launch vehicle, spacecraft, ground support equipment, handling equipment, and facility/flight interface hardware related physical systems design of algorithms and applied computational methods. This includes capability in the area of quantum computing. Understanding of the physical principle represented in the model is essential to this competency.

2.12.5. Nanotechnology (TINYTEC) [57]

Knowledge of the study of characteristics and properties of extremely small materials for development of new capabilities and applications in support of agency missions, programs and projects such as advanced structures, storage capabilities and computer systems. Includes an understanding of how to apply nanoscience findings, and a broad knowledge of other research and engineering disciplines.



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2.12.6. Space Environments Science and Engineering (SPACE_ENV) [155]

Knowledge of composition, elements, behaviors and impact of the space environments on the design, development, testing and operation of systems and components for aerospace vehicles and satellites. Involves understanding of space environments such as ionizing radiation, plasma, meteoroids, orbital debris, solar and thermal environments. Involves the ability to perform analyses to define the environments, quantify their effect on spacecraft design, development and operations and perform trade-off studies to optimize performance and assess risk.

3. Mission Operations Knowledge Domain

3.1. Mission Operations Competency Suite

3.1.1. Advanced Technical Training Design (ADVTEC) [3]

Knowledge of state-of-the art practices required to train technical personnel such as flight crew or ground support to accomplish objectives for near-term or futuristic missions. Identify training objectives, design training plans, tools, curricula and simulations using advanced techniques. Involves knowledge of instruction providers and tools, and how to employ and assess these resources.

3.1.2. Mission Assurance (MA) [30]

Knowledge of methodologies and practices such as risk identification, analysis, planning, tracking and control (e.g., Certificate of Flight Readiness process, product management process) used to achieve mission, product or process success. Activities include independent verification of product design requirements, testing validation, critical inspections, facility evaluations, flight safety analysis, development of recommendations, and tracking corrective actions.

3.1.3. Mission Execution (MISEXC) [4]

Knowledge, capabilities and practices associated with the execution of missions, including pre-launch, launch, in-orbit and recovery operations for space flight, or conducting safe, efficient and effective operation of research or training aircraft. Manage command and control activities, payload integration and operations, robotic operations and EVA operations according to mission objectives including the technical activities and real-time decision -making and problem resolution during mission critical operations.

3.1.4. Payload Integration (PAYLOADINT) [5]

Applies knowledge and practices of management, science and engineering to lifecycle of all payload research experiments. Ability to optimize use of existing systems for accomplishment of science objectives, and to determine engineering requirements such as payload support hardware definition, design, fabrication, integration and testing, and operating procedures. Includes ability to integrate payloads into vehicles and determine requirements and predict operating impacts between payloads and vehicles. Ability to test and process payloads, and integrate them successfully on-board the vehicle.

3.1.5. Weather Observation and Forecasting (WOBSFR) [6]

Knowledge, capabilities and practices associated with developing or improving techniques for observing or forecasting local weather conditions in a coastal, semi-tropical environment. Specific capabilities include high resolution in-situ or remote sensing of wind, temperature and humidity; mesoscale meteorological modeling; high-resolution measurement of atmospheric electric fields and charge; radar meteorology; theoretical or numerical modeling of free electric charge generation and dissipation in clouds; and related areas. It also includes developing concepts of operation for the application of these technologies to Range operations; identifying and evaluating deficiencies in operational weather support for new or existing requirements; understanding the impact of meteorological variables on Range operations and systems; and knowledge of the application of weather data and technologies to the design of operational systems and procedures.



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3.1.6. Integrated Logistics Support (INTLOGSUP) [162]

Knowledge, capabilities, concepts, and methods of strategic logistics planning, ad execution, emphasizing proactive techniques to ensure maximum logistics influence on systems acquisition as well as optimum life-cycle management of acquisition and legacy systems. Capabilities include planning, developing, implementing, and sustaining the Logistics Engineering activities necessary to satisfy support requirements while minimizing life-cycle costs; maintenance planning; manpower and support planning; supply support; support equipment to include test, measurement and diagnostic equipment (TMDE); providing technical data; training and training support; Logistics Support Analysis (LSA) for developed and modified hardware and software interfaces and components down to the piece part level on both a continual and iterative basis; generation of data inputs to the Logistics Management Information (LMI) database.

3.1.7. Program/Project Analysis (PROJANALYS) [147]

Knowledge, capabilities and practices associated with formulating, planning, implementing, tracking and evaluating work and its associated requirements and risks, ranging from one-time projects to program-level work. Critical ability is to develop, analyze, and oversee resources, schedule, and management controls needed by the Program/Project manager to achieve the appropriate balance between resources, schedule, and technical objectives. Includes knowledge associated with finance, budgeting, schedule, configuration management, and project controls.

3.1.8. Technical Management (TECHMMT) [153]

Knowledge, capabilities, and practices of technical formulation, planning, implementing, integration and managing of complex engineering work. This includes special knowledge in field of expertise, technical resources management to meet mission specific technical milestones, and processes associated with mitigating or accepting risk.

3.2. Quality/Safety/Performance Competency Suite

3.2.1. Quality Engineering & Assurance (QEA) [29]

Knowledge, capabilities, and industry/government standards and practices associated with the assurance of quality (aeronautic and astronautic) for all phases of the mission life-cycle including design, manufacturing, assembly, testing and operations. Capability for planning, defining, documenting, and executing quality requirements for products, processes, and systems that are suitable to the activity, proportional to the risk, and consistent with established NASA guidance, practices, and standards including NASA workmanship standards, NASA parts standards, Federal Acquisition Requirements (FAR), and NASA recommended practices for contract quality and supplier assessment. Knowledge of destructive and non-destructive material testing and inspection techniques used to validate product compliance, including related contract data deliverable requirements. Knowledge of ISO 9000 and AS 9100 series of quality standards, as well as the ability to apply these standards for complex or critical items. Ability to assess quality system compliance and effectiveness in accordance with requirements of ISO 9000 and AS 9100 quality standards. Knowledge of inspection, auditing and surveillance methods which can range from a one-time test or inspection of a product, process, or service to periodic in process monitoring of contract performance. Ability to manage, and/or evaluate the results of quality functions (audits, surveys, reports, acceptance data package/test report, etc.) performed by NASA, NASA designated/delegated representatives, and/or third party certification bodies. Ability to continually improve quality through advocacy and dissemination of advanced quality tools, techniques, technology, practices, policy, procedures, and training. Ability to perform quality data analysis and trending, to determine deficiency root cause(s), and to implement effective preventive measures.

3.2.2. Reliability & Maintainability Engineering & Assurance (RMEA) [28]

Knowledge, capabilities and practices used to design flight, ground support, and facility systems, equipment and instruments for performing their intended function for a specified interval under stated conditions (reliability) and/or have a defined capability to be restored to operational status following a failure (maintainability). Capabilities include



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the capacity to: define mission success criteria; define and evaluate compliance with systems/equipment reliability/maintainability requirements, including redundancy requirements; model systems/equipment from a reliability/maintainability perspective, including allocations and predictions; perform and evaluate quantitative and qualitative analyses and assessments, including failure modes and effects analyses/critical items list, probabilistic risk assessments, limited life items, quantitative computations; perform and evaluate statistical analysis, trending, and trade-offs; perform and evaluate maintenance analyses, such as reliability centered maintenance techniques; plan, perform and evaluate laboratory testing and engineering analyses; evaluate system/equipment failures to determine root cause and develop corrective actions to prevent similar failures in the future; integrate reliability/maintainability requirements, activities and results with other related disciplines (competencies) such as Safety Engineering and Assurance, Risk Management, Quality Engineering and Assurance, Human Factors, Software Assurance, Acquisition and Contract Management, and Logistics. Also includes availability which can combine the elements of reliability and maintainability in a single parameter."

3.2.3. Risk Management (RISKMMT) [123]

Knowledge, capabilities and practices associated with the decision process associated with mitigating or accepting risks. This includes knowledge of fundamental risk management concepts, Continuous Risk Management (CRM) implementation in programs/projects, Risk-Based Acquisition Management (R-BAM) implementation for major procurements that require formal acquisition planning, and ongoing assessment of program/project risk management activities.

3.2.4. Safety Engineering and Assurance (SAFENG) [27]

Knowledge of scientific, engineering and management principles for ensuring safety of missions and systems through controlled design, development, operation, and disposal. Includes ability to use analytical tools such as failure modes and effects analysis, fault tree analysis, probabilistic risk assessment and hazard analysis, and develop technical reports of results, conclusions, and recommendations to support risk-informed decision-making. Apply criteria and techniques such as safety audits, assessments, inspections, trend analysis, and sampling to identify and eliminate/mitigate hazards and achieve an acceptable level of risk, within the constraints of operational effectiveness and suitability, time, and cost throughout all phases of the system (mission) life cycle.

3.2.5. Software Assurance Engineering (SWASSURANCE) [139]

Knowledge, capabilities and practices associated with the planning, organizing, performing, monitoring and directing software assurance activities for software acquired and developed for all phases of the product lifecycle including product concept, acquisition, contractor selection and oversight, requirements, design, implementation, problem reporting, corrective action, verification and validation, testing, operations, maintenance, and retirement. SA practices include software product assurance, process assurance, quality, reliability, safety, security, risk management, verification, validation, and independent verification and validation. Additionally, demonstrate knowledge of current software and systems engineering practices, languages, management, planning, standards, procedures, and recommended processes. Assures that process and product standards are appropriate, implemented correctly, followed, and improved.

3.2.6. Configuration Management (CONFIGMMT) [154]

Knowledge of configuration management practices required to define, document, control and manage changes to the functional and physical attributes of system hardware, software, and information as applied to systems life cycle. Ability to control baselines, including identification (requirements, interfaces, and physical and functional attributes of configuration items) and control of changes to baseline. Knowledge of CM status accounting methods to record and report status of baselines. Capability to conduct audits of the overall configuration management processes performance, conduct Physical Configuration Audits, and support Functional Configuration Audits. Knowledge of NASA Program/Project management processes and the ability to plan, conduct, and evaluate the evolving baselines for NASA Programs/Projects in accordance with the NASA configuration management requirements and standards.



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3.2.7. Mishap Investigation (MISHAPINV) [149]

A NASA employee who understands NASA mishap investigation policy, and requirements, and has the skills to perform all aspects of mishap investigation including preserving, collecting, and impounding evidence, interviewing, conducting analyses, drawing collusions, generating recommendations, and writing NASA mishap reports.

4. Leadership & Management Knowledge Domain

4.1. Management Competency Suite

4.1.1. Executive Management (EXECMMT) [170]

Knowledge, capabilities and practices associated with leading change, people, and work of an organization. Includes awareness and understanding of relevant strategies and techniques to effectively create a vision for change and engage others in implementing the change process. Ability to apply human capital and leadership strategies to empower teams and develop leadership capabilities in lower level managers. Ability to determine an organization's business direction and vision, and set goals that align with broader Agency objectives and related functional or program plans. Knowledge of methods for integrating work from across functional and organizational boundaries, considering complex cross-functional, cross-center, division, business and geographic implications when approaching problems or issues. Knowledge of how to apply policies and regulations that impact NASA including NASA Strategic Plan, Mission Directorate Roadmaps, President's Management Agenda, Space Act, and GPRA. Ability to assess impact of work performance on NASA's relationships with external customers and stakeholders.

4.1.2. Business Work & Team Management (BUSWORKMMT) [172]

Knowledge, capabilities and practices associated with individuals that must understand and manage both the aspects of functional business operations, as well as management of employees and/or teams. This pseudo competency requires the supervisor or lead to have the following competencies:

- Any business management related competency
- Employee & Team Leadership
- Work Performance Leadership

4.1.3. Project Work & Team Management (PROWORKMMT) [173]

Knowledge, capabilities and practices associated with individuals that must understand and manage both the aspects of managing a project, as well as management of employees and/or teams. This pseudo competency requires the supervisor or lead to have the following competencies:

- Project Management
- Employee & Team Leadership
- Work Performance Leadership

4.1.4. Technical Work & Team Management (TECWORKMMT) [171]

Knowledge, capabilities and practices associated with individuals that must understand and manage both the aspects of technical work, as well as management of employees and/or teams. This pseudo competency requires the supervisor or lead to have the following competencies:

- Technical Management
- Employee & Team Leadership
- Work Performance Leadership



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4.2. Professional Development Competency Suite

4.2.1. Program/Project Management (PROJPROGMT) [122]

Knowledge, capabilities and practices associated with formulating, planning, implementing, managing, tracking and evaluating work and its associated requirements and risks, ranging from one-time projects to program-level work. Critical abilities are to define customer and stakeholder needs and constraints, reduce ambiguity in objectives, develop and manage an efficient project organizational structure, and apply system architecture principles to develop and manage technical requirements in order to achieve the appropriate balance between resources, schedule, and technical requirements. Includes knowledge associated with system architecture, finance, budgeting, risk assessment, schedule, configuration management, contract technical management, and project controls.

4.2.2. NASA Leadership Competency (NASALEADER) [140]

Knowledge, capabilities and practices associated with leading and managing change, people, and work of an organization. Includes awareness and understanding of relevant strategies and techniques to effectively create a vision for change and engage others to implement the change process. Knowledge of how to apply human capital and leadership strategies to empower individuals and teams to achieve shared outcomes and develop leadership capabilities in lower level managers. Understanding of range of practices that create an environment that values diversity, promotes inclusion of all employees, and leverages talents of all team members. Develop systems that allow effective assignment, prioritization and monitoring of work. Align work unit performance objectives with organizational objectives and removes obstacles and barriers to organizational and programmatic performance.

4.2.2.1. Employee & Team Leadership (LEADTEAM) [1001]

Knowledge, capabilities and practices associated with communicating business direction, goals and performance, developing and maintaining relationships and alliances, and conducting problem solving for effective decision making. Includes understanding of effective interpersonal and group communication principles and techniques to gather, comprehend and express ideas in an effective manner, and inform and influence others. Includes knowledge of techniques and approaches to resolve conflict and negotiate effective outcomes. Demonstrates ability to balance short-term needs with long-term priorities and consider complex cross-functional, cross-center, division, business and geographic implications when approaching problems or issues. Knows how to apply appropriate techniques, procedures and policies in the management of workforce to achieve work objectives and maintain effective and positive operational environments.

4.2.2.2. Knowledge & Communication Management (LEADCOMM) [1002]

Understands and applies knowledge management practices, theories and success factors. Possesses knowledge and capability to lead efforts to capture, organize, store and share knowledge from major team, functional community or programmatic efforts. Creates systems that facilitate communication of knowledge within NASA in order to leverage best practices, and technical know how or advancements within the Agency. Possesses knowledge of information technologies available at NASA and selects and uses those appropriately for managing work and develops strategies to integrate new technology into the workplace. Understands and applies principles of information security in relation to data publishing, technology transfer and release of information.

4.2.2.3. Work Performance Leadership (LEADWORK) [1003]

Knowledge, capabilities and practices associated with determining an organization's business direction and vision, and setting goals that align with broader Agency objectives and related functional or program plans. Knowledge of how to apply policies and regulations that impact NASA including NASA Strategic Plan, Mission Directorate Roadmaps, President's Management Agenda, Space Act, and GPRA. Ability to assess impact of work performance on NASA's relationship with external customers and stakeholders. Ability to develop systems that facilitate the effective assignment of work and measurement of results. Knowledge of methods for integrating work from across functional and organizational boundaries.



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4.2.2.4. International Relations (LEADGLOBAL) [1004]

Knowledge, capabilities and practices associated with forming and maintaining cross-cultural relationships and international partnerships and alliances. Understanding of the rules and policies that regulate or dictate international partnerships and how to work within those guidelines in order to accomplish objectives and sustain ongoing relationships.

5. Science Knowledge Domain

5.1. Space Sciences Competency Suite

5.1.1. Astromaterials, Collections, Curation & Analysis (ASTROMATER) [55]

Apply knowledge of foreign materials, and planetary sciences to the collection of materials from foreign planets, and developing and using appropriate processes for handling and curating them. Includes knowledge and skill in processing the materials to protect Earth system from contamination.

5.1.2. Astrobiology (ASTROBIO) [54]

Apply knowledge of biology, chemistry, physics, and other sciences in interdisciplinary experimental, observational, theoretical, and modeling studies of the origin, early development, and transmission of life in or on astronomical bodies and media, including the Earth and its atmosphere, and to determine how and where life arose and evolved on Earth and elsewhere, with due regard to environmental conditions and limits.

5.1.3. Astronomy & Astrophysics (ASTRONOMY) [52]

Knowledge of the fundamental processes of radiation and dynamics for the study of the structure and composition of the Solar System, other planetary systems, stars and stellar systems, galaxies, and the structure and evolution of matter and cosmology. Use a variety of observational methods, data analysis techniques and theoretical models to characterize the physical and dynamical states of celestial objects, determine formation history and predict future evolution. Use physics and chemistry knowledge to conduct observational, experimental and theoretical studies and modeling of stars, nebulae, galaxies, and systems of stars and galaxies, and of circumstellar, interstellar and intergalactic media, particles, molecules and radiation fields, in all electromagnetic wavelength ranges. Includes study of specialty areas such as Gamma Ray & X-Ray Astronomy and Cosmic Ray Astrophysics, in which electromagnetic waves, x-ray emissions and cosmic ray particles provide data for examining the content, structure, origin and evolution of space elements.

5.1.4. Earth Atmosphere (EARTHATM) [44]

Knowledge of the fundamental processes of radiation, chemistry and dynamics in the study of the structure and composition of the Earth's atmosphere. Conceive and implement a variety of observational methods, data analysis techniques, and theoretical models to characterize the state of the atmosphere, detect variability and explain the responsible forcing mechanisms, and predict the future state of the atmosphere. Able to develop and implement missions to conduct atmospheric research, and contribute to the development of atmospheric instrument and sensor development. Includes subspecialty knowledge in areas such as Radiation and Climate, Stratospheric & Tropospheric Chemistry.



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5.1.5. Planetary Atmospheres (PLANETATM) [44]

Knowledge of the fundamental processes of radiation, chemistry and dynamics in the study of the structure and composition of the lower and upper atmosphere of the planets and the origin and evolution of planetary atmospheres. Conceive and implement a variety of observational methods to characterize the state of the atmospheres of the planets—past and present, detect variability and explain the responsible forcing mechanisms, and predict the future evolution and state of planetary atmospheres instrument and sensor development. Includes subspecialty knowledge in areas such as Radiation and Climate, Atmospheric Chemistry and Dynamics, Atmosphere-Surface Interactions, Celestial Mechanics, Solar-Planetary Relationships, Planetary Magnetic Fields and Magnetospheres.

5.1.6. Planetary Science (PLANETSCI) [53]

Knowledge of space science applied to conducting experimental, observational, and theoretical studies and modeling of planets, planetary satellites, asteroids, comets, meteoroids, and other objects, media, and particles in the solar system, in order to determine their composition and properties in such areas as atmospheres, magnetospheres, lithospheres, cryospheres, and interiors.

5.1.7. Space Physics (SPACEPHY) [51]

Uses knowledge to conduct experimental, theoretical, and/or applied physics and modeling relating to matter, radiation, and their interactions, and ranging from elementary particles and fields to atomic, and nuclear physics, condensed matter physics, optical, gravitational and quantum mechanical, hydrodynamical and magnetohydrodynamical physics and General Relativity, and as applied to the nature and structure of the universe and to chemical, biological, and geophysical systems. Includes specialty areas such as solar physics, involving use of observational and experimental studies to model the Sun and its magnetic activity, characteristics, composition and influence on the Earth and other planetary bodies, as well as space plasma physics, focused on near-Earth environments such as the magnetosphere and its properties.

5.1.8. Terrestrial & Planetary Environmental Science and Engineering (PLANETENV) [23]

Knowledge of composition, elements, behaviors and impact of the terrestrial and planetary environments on the design, development, testing and operation of systems and components for aerospace vehicles and satellites. Involves understanding of atmospheric variables such as wind profiles, turbulence, cloud cover, ice/frost formation. Involves the ability to perform analyses to define the environments, quantify their effect on vehicle design, development and operations and perform trade-off studies to optimize performance and assess risk.

5.2. Earth Sciences Competency Suite

5.2.1. Biology and Biogeochemistry of Ecosystems (BBECO) [46]

Apply knowledge of biology, biogeochemistry of ecosystems and the global carbon cycle to research, understand and predict how terrestrial and marine ecosystems change. Research ecosystems as they are affected by human activity, and as they change due to their own intrinsic biological dynamics, and as they respond to climatic variations and, in turn, affect climate. Emphasis is on an understanding of the processes of the Earth system that affect its capacity for biological productivity, explain the role of the biosphere in Earth system function, and promote proactive ecological stewardship. Ability to understand, study and properly document changes in land cover and land use.

5.2.2. Earth Science Applications Research (EARSCIRES) [49]

Use knowledge of Earth systems and measurement technologies for designing research into Earth Science disciplines that have the objective of improving the quality of life on Earth and the longevity of the planet. Apply research to such



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subjects as resource and disaster management, environmental assessment, human health and safety, food and fiber, infrastructure planning, and environmental quality.

5.2.3. Earth System Modeling (EARSYMODEL) [50]

Apply understanding of Earth systems to consolidation of scientific findings into integrated representations of atmosphere, ocean, ice land and biosphere systems, with the ability to predict future system trends and evolution of chemical and biological components.

5.2.4. Geophysical/Geologic Science (GEOSCI) [45]

Knowledge of a wide range of disciplines related to the earth's composition, its fluid envelopes, and its position in space. Apply concepts and methods in mathematics, physics, chemistry, and biology to the problems of the atmosphere, the oceans, the solid earth, and the evolution of the planet. Involves ability to conduct far-reaching studies of the origin of the earth and solar system.

5.2.5. Geospatial Science and Technologies (GEOSPATIAL) [88]

Applies knowledge and practices of geospatial science and has the ability to utilize and/or develop the tools for acquiring, storing, analyzing, and outputting data in multiple dimensions, as referenced to the earth by some type of real-world coordinate system (eg, a map projection). The ability to reference a geographic location as an important component in the analyses of effects or trends in biological and physical socio-economic resources. Understanding of and ability to use a variety of technology tools, such as geographic information systems (GIS), remote sensing, thematic mapping, image processing, satellite positioning systems such as the Global Positioning System (GPS), and telemetry.

5.2.6. Hydrological Science (HYDROSCI) [47]

Knowledge of the scientific study of waters of the earth, especially with relation to the effects of precipitation and evaporation upon the occurrence and character of water in streams, lakes and on or below the land surface. Includes understanding of the hydrologic cycle from precipitation to evaporation or return of the water to the seas, and application of findings to predict rates and amounts of runoff in rivers, assess required spillway and reservoir capacities, determine soil-water-plant relationships in agriculture and manage water supplies.

5.2.7. Oceanographic Science (OCEANSCI) [48]

Research into the composition, activities, processes and patterns in the oceans and ocean ice to increase understanding of how the marine environment interacts with the rest of the planet. Includes research on glaciers and ice sheets. Use a variety of data collection methods to collect information about the ocean and mathematically describe and predict ocean processes. Includes ability to translate data into information useful in the understanding and interpretation of the oceans themselves and their connection to other earth systems.

5.2.8. Climate Change and Variability (CLIMATE) [164]

Applies an integrated and cross discipline approach to understanding, assessing, and predicting the Earth's complex climate system. This capability draws from the other Earth Sciences related competencies to provide observations at the high accuracy required to monitor climate change, to evaluate its component processes at climate relevant time and space scales, and to enable prediction of future climate change. This research capability includes the ability to estimate the uncertainty of future climate predictions, to support impact assessments, and to develop new climate observational and modeling requirements, methods, and capabilities.



Workforce Competency Dictionary

5.3. Physical Sciences Competency Suite

5.3.1. Fundamental Physics (FUNPHYSICS) [42]

Knowledge, capabilities and practices associated with research and application of electromagnetism, continuum and classical mechanics, quantum mechanics, and thermodynamics. May also include studies in materials, cryogenics, acoustics, and electromagnetic fields ranging from DC to X-ray. It also includes the development of sensors necessary to carry out these studies. Involves ability to conduct microgravitational research designed to answer basic questions about the nature and structure of the universe and its chemical, biological and geophysical systems.

5.3.2. Icing Physics (ICEPHYSICS) [107]

Knowledge, capabilities and practices associated with researching and understanding icing physics analysis and testing, atmospheric science, and ice sensing and protection methods.

5.3.3. Nanoscience (TINYSCI) [56]

Knowledge, capability and practices to study and research extremely small materials in such areas as their structure, shape how they act, and how their properties change as their size changes.

5.4. Biological Sciences Competency Suite

5.4.1. Bioethics (BIOETHICS) [156]

Knowledge and experience in interpreting and implementing Federal and Agency regulations and guidelines for the protection of human and animal research subjects. Knowledge and expertise in the ethical principles that guide biomedical research. The ability to apply regulatory knowledge to implement appropriate and comprehensive review mechanisms for the use of human and animal subjects in research. The ability to apply the knowledge of ethical theory and thought to guide Agency biomedical research and clinical medical policy development and decision-making.

5.4.1.1. Biomedical and Research Clinical Ethics (BRCE) [1064]

Professional skills and knowledge of bioethics applied to a range of bioethical issues surrounding biomedical research, particularly those associated with the use of human and animal subjects in research. Broad and detailed understanding and knowledge of the evolution and development of ethical thought related to biomedical research and medical practice, to guide the development of Agency policy, and provision of expert opinion on relevant ethical issues to inform Agency decision-making.

5.4.1.2. Research Subject Protection Regulation (RSPR) [1065]

Knowledge and a thorough understanding of the Federal and Agency regulatory framework, which governs the use of human and animal subjects in research. Knowledge of the implementation of all regulatory requirements and all applicable laws governing research subject protection. Detailed understanding of the procedural requirements for the conduct of human subjects Institutional Review Boards and Institutional Animal Care and Use Committees, and knowledge of the implementation of such Agency Boards and Committees.

5.4.2. Biomedical Research (BIOMEDRES) [34]

Involves the capability to research, investigate and characterize the effects of space flight and exposure to microgravity, radiation, and other stresses on physiological functions (e.g., musculoskeletal, cardiovascular, etc.). In-depth understanding of the human body, its physical and chemical make-up and the associated technology and methods to examine the effects of various environments and stresses. Ability to understand the underlying physiological, behavioral and psychological mechanisms and performance aspects responsible for biomedical and behavioral changes in



Workforce Competency Dictionary

humans and animals during spaceflight and apply this information to conduct operational and clinical research to develop, and validate countermeasures that will ensure the health, safety and performance of flight crews involved during launches, landings, and while in space.

5.4.3. Cell & Molecular Biology (CELLBIO) [31]

Knowledge of and ability to conduct research on basic cellular function and properties such as gene regulation and expression or mechanoreception, that may be directly or indirectly impacted by altered gravitational force and other space-related effects. Includes study of the dynamics of cell behavior and interactions and differentiation in cellular systems within and across organisms under a variety of environmental conditions, such as the physiological changes seen in whole animals in response to the space environment.

5.4.4. Developmental Biology (DEVELOPBIO) [32]

Knowledge of and ability to conduct research on the processes of development, differentiation, and growth in animals and plants at the molecular, cellular, and genetic levels.

5.4.5. Neurobiology (NEUROBIO) [33]

Knowledge of and capability to research and provide understanding regarding the structure, function, chemistry and development of the brain. Understanding of the techniques of molecular biology and molecular genetics and various methods for detecting and mapping the activity of individual nerve cells or groups of nerve cells.



Workforce Competency Dictionary

Appendix A: Competency ID Number Cross-Reference Table

CompID	Designator	Title
1	MAP	Mission Analysis and Planning
2	FLTDSG	Mission Flight Design
3	ADVTEC	Advanced Technical Training Design
4	MISEXC	Mission Execution
5	PAYLOADINT	Payload Integration
6	WOBSFR	Weather Observation and Forecasting
7	SYSTEMSENG	Systems Engineering
8	DESDEVENG	Design and Development Engineering
9	INTEGENG	Integration Engineering
10	TESTENG	Test Engineering
11	ENGSCISUP	Engineering and Science Support
12	ELMAG	Electromagnetics
13	ELSYS	Electrical and Electronic Systems
14	ELDEVTEC	Electron Device Technology
15	ELMECHSY	Electro-Mechanical Systems
16	MICROELMEC	Micro-Electromechanical Systems
17	MECHSYS	Mechanical Systems
18	PYROTECH	Pyrotechnics
19	FLTGNDSYS	Flight and Ground Data Systems
20	AEROSEN	Sensors & Data Acquisition - Aeronautics
21	AVIONICS	Avionics
22	GNC	Control Systems, Guidance & Navigation
23	PLANETENV	Terrestrial and Planetary Environments Science and Engineering
24	MANUFACT	Manufacturing Engineering
25	CHEMENG	Chemistry/ Chemical Engineering
26	CRYOENG	Cryogenics Engineering
27	SAFENG	Safety Engineering and Assurance
28	RMEA	Reliability & Maintainability Engineering & Assurance
29	QEA	Quality Engineering & Assurance
30	MA	Mission Assurance
31	CELLBIO	Cell & Molecular Biology
32	DEVELOPBIO	Developmental Biology
33	NEUROBIO	Neurobiology
34	BIOMEDRES	Biomedical Research
35	BIOMEDENG	Biomedical Engineering
36	AEROMED	Aerospace Medicine
37	ECLSS	Environmental Control and Life Support Systems
38	EAS	Extravehicular Activity Systems
39	ENVFACT	Habitability and Environmental Factors



Workforce Competency Dictionary

CompID	Designator	Title
40	HUMFACTRES	Fundamental Human Factors Research
41	HUMFACTENG	Human Factors Engineering
42	FUNPHYSICS	Fundamental Physics
43	FLUIDPHY	Fluid Physics
44	EARTHATM	Earth Atmosphere
45	GEOSCI	Geophysical/Geologic Science
46	BBECO	Biology and Biogeochemistry of Ecosystems
47	HYDROSCI	Hydrological Science
48	OCEANSCI	Oceanographic Science
49	EARSCIRES	Earth Science Applications Research
50	EARSYSMODEL	Earth System Modeling
51	SPACEPHY	Space Physics
52	ASTRONOMY	Astronomy and Astrophysics
53	PLANETSCI	Planetary Science
54	ASTROBIO	Astrobiology
55	ASTROMATER	Astromaterials, Collections, Curation & Analysis
56	TINYSCI	Nanoscience
57	TINYTEC	Nanotechnology
58	BIOENG	Bioengineering
59	BIOMIMETIC	Biomimetics
60	COMNETENG	Communication Networks & Engineering
61	STRUCTDYN	Structural Dynamics
62	MECHDUR	Mechanics and Durability
63	STRUCTSYS	Structural Systems
64	ACMSTR	Analytical and Computational Structural Methods
65	ADVMATSCI	Advanced Materials and Processing Science
66	MATSCIENG	Materials Science and Engineering
67	NONDESSCI	Non-destructive Evaluation Sciences
68	PROSYS	Propulsion Systems & Testing
69	AIRPRO	Airbreathing Propulsion
70	HAIRPRO	Hypersonic Airbreathing Propulsion
71	HYPERSYS	Hypergolic Systems
72	ADVPRO	Advanced In-Space Propulsion
73	ROCKETPRO	Rocket Propulsion
74	BOOMSCI	Combustion Science
75	PWRSYS	Power Systems
76	PWRENG	Power - Energy Storage
77	PWRPHO	Power Generation - Photovoltaics
78	PWRTHM	Power Generation - Thermal Systems
79	ROBOTICS	Robotics
80	COMPSYSENG	Computer Systems and Engineering
81	NETSYS	Network Systems and Technology
82	SWENG	Software Engineering



Workforce Competency Dictionary

CompID	Designator	Title
83	INACTIVE	<i>Data Acquisition, Management and Storage Systems (use 1099)</i>
84	NEUNETSYS	Neural Networks & Systems
85	IASYS	Intelligent/Adaptive Systems
86	MMA	Mathematical Modeling & Analysis
87	INACTIVE	<i>Data Visualization (use 1100)</i>
88	GEO.SPATIAL	Geospatial Science and Technologies
89	ADVMIS	Advanced Mission Analysis
90	ASCDTA	Aerospace Systems Concept Development & Technology
91	AADMD	Advanced Analysis and Design Method Development
92	LASER	Laser Technology
93	OPTSYS	Optical Systems
94	MICROSYS	Microwave Systems
95	REMOTESENS	Remote Sensing Technologies
96	DETECTSYS	Detector Systems
97	CSAOPS	Crew Systems and Aviation Operations
98	FLTDYN	Flight Dynamics
99	INACTIVE	<i>Applied Aerodynamics (inactive)</i>
100	AEROELA	Aeroelasticity
101	AERODYN	Aerodynamics
102	AEROTHM	Aerothermodynamics
103	ACOUSTICS	Acoustics
104	THERMALSYS	Thermal Systems
105	THERMALSTR	Thermal Structures
106	FLUIDSYS	Fluid Systems
107	ICEPHYSICS	Icing Physics
108	AIRTRAFFIC	Air Traffic Systems
109	AETT	Advanced Experimentation and Testing Technologies
110	SIMFLTSYS	Simulation/Flight Research Systems
111	ADVMDI	Advanced Measurement, Diagnostics, and Instrumentation
112	FACENG	Facilities Engineering and Management
113	BUSMMT	Business Management
114	PROCESSENG	Process Engineering
115	PROFADMOPS	Professional Administrative Operations
116	BUSDEV	Partnership & Business Development
117	COMTEC	Commercial Technology
118	FINMMT	Financial Management
119	BUDGETMMT	Budgeting Management
120	INTAUD	Internal Control / Audit
121	COSTEST	Cost Estimation and Analysis
122	PROJPROGMT	Program/Project Management
123	RISKMMT	Risk Management
124	CONMMT	Acquisition and Contract Management
125	LEGAL	Legal



Workforce Competency Dictionary

CompID	Designator	Title
126	SECURITY	Security & Program Protection
127	INSCOMP	Inspection, Investigation and Compliance
128	HUMCAPMMT	Human Capital Management
129	EEOMMT	Equal Opportunity Management
130	OCCHEALTH	Occupational and Environmental Health
131	BITSYS	Business IT Systems
132	INACTIVE	<i>Research Facilities Planning (inactive)</i>
133	ENVENGMT	Institutional Environmental Engineering & Management
134	LOGSUPTRAN	Institutional Logistics, Supply and Transportation
135	PUBLICCOMM	Public Communications & Outreach
136	GOVAF	Governmental Affairs
137	EDTECH	Education Programs and Technologies
138	NUCLEARENG	Nuclear Engineering/Propulsion
139	SWASSURANCE	Software Assurance Engineering
140	NASALEADER	NASA Leadership Competency
141	INACTIVE	<i>Personal Communication (inactive)</i>
142	INACTIVE	<i>Relationship Management (inactive)</i>
143	FIREPROT	Fire Protection Engineering
144	EXPORT	Export Control
145	INACTIVE	<i>Institutional Facilities Planning (inactive)</i>
146	INACTIVE	<i>Institutional Facilities Operations (inactive)</i>
147	PROJANALYSIS	Program/Project Analysis
148	INACTIVE	<i>Research Facilities Operations (inactive)</i>
149	MISHAPINV	Mishap Investigation
150	WORKSAFETY	Workplace Safety
151	EMERGMNT	Emergency Management
152	AIROPS	Institutional Aircraft Operations
153	TECHMMT	Technical Management
154	CONFIGMMT	Configuration Management
155	SPACE_ENV	Space Environments Science and Engineering
156	BIOETHICS	Bioethics
157	INTLPGMDEV	International Program Development
158	DIVERSEMNT	Diversity Management
159	WIRELESS	Wireless Communications and Telemetry
160	METROLOGY	Metrology and Calibration Competency
161	DATSYS	Data Systems and Technology
162	INTLOGSUP	Integrated Logistics Support
163	PLANETATM	Planetary Atmospheres
164	CLIMATE	Climate Change and Variability
165	PARABUSOPS	Para-Professional Business Operations
166	IMAGING	Imaging Analysis
167	MASTERPLAN	Master Planning
168	FACLTYPAN	Research, Development or Flight Facility Planning



Workforce Competency Dictionary

CompID	Designator	Title
169	POLICYMMT	Policy Management
170	EXECMMT	Executive Management
171	TECWORKMMT	Technical Work & Team Management
172	BUSWORKMMT	Business Work & Team Management
173	PROWORKMMT	Project Work & Team Management
LEVEL 2 COMPETENCIES		
1001	LEADTEAM	Employee & Team Leadership
1002	LEADCOMM	Knowledge & Communication Management
1003	LEADWORK	Work Performance Leadership
1004	LEADGLOBAL	International Relations
1005	HFRBIOMECH	Biomechanics and Ergonomics Fundamental Research
1006	HFRHABIT	Habitability and Environmental Psychology Fundamental
1007	HFRPERCEPT	Perception and Psychophysics Fundamental Research
1008	HFRPSYPHY	Psychophysiology Fundamental Research
1009	HFRFATIGUE	Fatigue, Alertness, Circadian Rhythms Fundamental Research
1010	HFRCOG	Cognitive Science Fundamental Research
1011	HFRCOMM	Communication and Knowledge Management Fundamental
1012	HFRDECISMK	Decision Making and Risk Management Fundamental Research
1013	HFRORG	Organizational Science Fundamental Research
1014	HFRHUMMACH	Human-Machine Interaction Fundamental Research
1015	HFRMANCNTL	Manual Control Fundamental Research
1016	HFRSUPCNTL	Supervisory Control Fundamental Research
1017	HFRTRNG	Training and Adaptation Fundamental Research
1018	HFRHUMPERF	Human Performance Fundamental Research
1019	HFEBIOMECH	Biomechanical Engineering, Technology, Standards
1020	HFEERGO	Ergonomics Engineering, Technology, and Standards
1021	HFESPACE	Space Human Factors Engineering, Technology, and Standards
1022	HFEHABIT	Habitability Engineering, Technology, and Standards
1023	HFEPERCEPT	Perceptual Technologies and Standards
1024	HFECOG	Cognitive Technologies
1025	HFEHUMAUTO	Human-Automation System Design
1026	HFETRNG	Training Technologies
1027	HFEHUMERR	Human Reliability and Human Error Analysis
1028	DDESTRUCT	Structural Design and Development Engineering
1029	DDEELECT	Electrical Design and Development Engineering
1030	DDEPROP	Propulsion Design and Development Engineering
1031	DDETEST	Test Fixtures and GSE Design and Development Engineering
1032	INTSTRUCT	Structural Integration Engineering
1033	INTMATER	Materials Integration Engineering
1034	INTSYSTEMS	Systems Integration Engineering
1035	INTELECT	Electrical Integration Engineering
1036	INTPROPEL	Propulsion Integration Engineering
1037	TSTSTRUCT	Structural Test Engineering



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CompID	Designator	Title
1038	TSTMATER	Materials Test Engineering
1039	TSTTHERMO	Thermal Test Engineering
1040	TSTELECT	Electrical Test Engineering
1041	TSTPROP	Propulsion Test Engineering
1042	ELINSTR	Instrumentation Systems
1043	ELEPART	EEE Parts
1044	ELPARTSPKG	Parts & Packaging
1045	ELCIRCUITS	Electrical Circuits Engineering
1046	GNCSPACE	Spacecraft & Stabilization Control Design and Analysis
1047	GNCVEHCNTL	Vehicle Control Design and Analysis
1048	GNCGUIDE	Guidance Design and Analysis
1049	GNCNAVSYS	Navigation System Design and Analysis
1050	APELEC	Electric Propulsion
1051	APNOPROP	Propellantless Prop
1052	APCHEM	Advanced Chemical & Thermal Prop
1053	RPTURBO	Turbomachinery Design and Analysis
1054	RPCOMBUST	Combustion Devices Design and Analysis
1055	RPVALVES	Valves, Lines & Ducts
1056	RPPRMMT	Propellant Management Systems Design and Analysis
1057	RPAUXPRP	Spacecraft and Auxiliary Propulsion System Design and Analysis
1058	RPFLUIDMCH	Analytical and computational Fluid Mechanics
1059	RPDYNDATA	Dynamic Data Analysis
1060	MSEMETAL	Metallurgy
1061	MSENONMET	Non-metallics
1062	MSEFAILURE	Failure Analysis
1063	MSECONTAM	Contamination Control
1064	BRCE	Biomedical and Research Clinical Ethics (BRCE)
1065	RSPR	Research Subject Protection Regulation (RSPR)
1066	OCCMED	Occupational Medicine
1067	OCCHYGIENE	Industrial Hygiene
1068	OCCPHYSICS	Health Physics
1069	OCCASSIST	Employee Assistance
1070	MDPRACTICE	Medical Practice
1071	MDBEHAVIOR	Behavioral Health
1072	SECPHYSCL	Physical Security
1073	SECOUNTER	Counterintelligence/Counterterrorism Analysis, Investigation and
1074	SECINFO	Information Security
1075	SECNATION	National Security Systems
1076	SECPERSON	Personnel Security
1077	SECINDUST	Industrial Security
1078	BITPLAN	Information Resources Planning and Evaluation
1079	BITARCH	IT Architecture
1080	DATDBMMT	Database Management Systems



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CompID	Designator	Title
1081	BITSECURE	Information Systems Security
1082	PARALEGAL	Paralegal
1083	INTLPROPLAW	Intellectual Property Law
1084	GENERALLAW	General Law
1085	CONTRACTLAW	Contracts Law
1086	PERSONLAW	Personnel/EEO Law
1087	ENVLAW	Environmental
1088	ENVPLAN	Institutional Environmental Planning/NEPA
1089	ENVREMEDI	Institutional Environmental Remediation
1090	FACIVENG	Facility Civil Engineering
1091	FACMECHENG	Facility Mechanical Engineering
1092	FACELECENG	Facility Electrical Engineering
1093	ACQPLAN	Acquisition Planning
1094	CONFORMAT	Contract Formation
1095	CONPERFORM	Contract Management and Performance Assesment
1096	FACCONSTMMT	Construction Management
1097	FACPROPERTY	Real Property Management
1098	FACOPSMAN	Facilities Operations and Maintenance
1099	DATLARGE	Large Scale Data Systems
1100	DATVISUAL	Data Visualization



Workforce Competency Dictionary

Appendix B: Proficiency Guideline Table

- The following table provides a generic set of guidelines. It identifies some basic knowledge measurements that are common across all competencies and professional disciplines.
- To identify an employee's level of proficiency for a specific competency, the employee should be able to demonstrate all the items listed under a single tier column.
- An individual may have greater expertise (which would show under a high tier column) in one or more of the knowledge measurements below. However, for the purposes of this exercise and the current business rules, the employee must accomplish all of the items in the tier column to be considered at that level of proficiency.
- This table is a tool that should be used by the employee and supervisor. However, the set of measurements do not represent an exhaustive list, and the criterion is not perfect. Therefore, an employee or supervisor's assessment may include additional factors that are not represented below. The intent for collecting the data is to identify an individual's depth of knowledge for a given competency that can be compared with others through out the Agency with the same competency, such that a subject matter expert at one Center is on equal knowledge par with a subject matter expert at another Center.
- These guidelines, and the corresponding business rules, may change as the data is analyzed and the overall system matures. For suggestions on improvements to the criteria, please contact the CMS Operation Manager at your Center.

Knowledge Measurement	Tier 1	Tier 2	Tier 3	Tier 4
Tools	Demonstrates basic knowledge of and proficiency in the use of discipline-related tools and their outputs.	Demonstrates working knowledge of and high proficiency in the use of discipline-related tools and related outputs.	Demonstrates ability to effectively assess new discipline-related tools and their application to the organization's work.	Demonstrates the ability to develop standards and specifications for new discipline-related tools and their application.
Data Collection and Analysis	Demonstrates ability to compile and analyze data.	Demonstrates ability to summarize data and produce technical outputs.	Demonstrates ability to effectively execute data analysis to determine performance of organization or discipline-related systems, processes and events.	
Sharing Knowledge	Demonstrates willingness to contribute organization or discipline-related knowledge and information to the related community.	Routinely contributes organization or discipline-related knowledge and information to the related community.	Demonstrates comprehensive knowledge of and contributes to resources available in the related community including NASA, DOD, universities, and industry. Demonstrates willingness to and performs as a mentor or coach to other personnel.	Demonstrates ability to serve as an Agency and industry-wide resource and has built a network to facilitate the acquisition of other resources and information.
Safety	Demonstrates awareness of safety procedures and related best practices for applicable work.	Demonstrates knowledge of and applies safety procedures and related best practices to related work.	Demonstrates comprehensive knowledge of and incorporates safety procedures and requirements to related work and organization.	Demonstrates ability to develop and/or modify safety procedures and requirements for related work and organization.
CENTER, NASA and Industry Trends Standards and Resources	Maintains awareness of applicable CENTER, NASA, aerospace and/or industry standards and policies.	Maintains working knowledge of applicable CENTER, NASA, aerospace and/or industry trends, standards and policies.	Maintains comprehensive knowledge of applicable CENTER, NASA, aerospace and/or industry trends, standards and policies.	



Workforce Competency Dictionary

Problem Solving	Demonstrates ability to identify work-related problems.	Demonstrates ability to solve simple work-related problems.	Demonstrates ability to develop or change procedures/processes to resolve and/or prevent difficult technical issues.	Routinely provides design concepts, risk management, troubleshooting and trade-off analysis.
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- The table below provides some additional guidelines that can be used for selected competencies, which may be more applicable to certain positions than others (such as engineering, quality safety and assurance, etc.) . It is left to the discretion of the employee and supervisor to determine which items may apply to their work situation.

Knowledge Measurement	Tier 1	Tier 2	Tier 3	Tier 4
Safety	Demonstrates awareness of safety procedures and related best practices for applicable work.	Demonstrates knowledge of and applies safety procedures and related best practices to related work.	Demonstrates comprehensive knowledge of and incorporates safety procedures and requirements to related work and organization.	Demonstrates ability to develop and/or modify safety procedures and requirements for related work and organization.
General Knowledge and Capabilities	<p>Demonstrates ability to follow prescribed procedures and implement plans.</p> <p>Can effectively write procedures for simple systems.</p> <p>Demonstrates ability to effectively write basic requirements for simple design, test, operational and maintenance procedures.</p> <p>Demonstrates knowledge of basic design, test, operations and maintenance standards and requirements.</p> <p>Demonstrates ability to coordinate requirements definition for small projects.</p> <p>Attends preliminary and critical design reviews.</p>	<p>Maintains the ability to specify critical requirements for experiments and characteristics for related systems.</p> <p>Demonstrates ability to coordinate and test within a single discipline.</p> <p>Demonstrates depth of knowledge for one or more specific area(s) of specialization or sub-systems.</p> <p>Has participated in discussions of technical issues related to designs during design reviews.</p> <p>Demonstrates proficiency in reviewing and providing insight into requirements, standards and related documents for research, design or process forums such as SBIR, design reviews, etc.</p> <p>Demonstrates the ability to integrate customer requirements with situational constraints and interfaces.</p> <p>Has effectively performed as an engineer or designer on a multi-disciplinary project team.</p> <p>Has successfully participated on a cross-</p>	<p>Demonstrates ability to design experiments or tests.</p> <p>Develops an area of scientific or engineering expertise.</p> <p>Demonstrates capability to effectively contribute technical inputs to complex forums such as design reviews, SEBs, program reviews and proposals.</p> <p>Has effectively performed as the primary technical interface for customers external to the Center.</p> <p>Demonstrates skill in overcoming material and system issues in complex systems.</p> <p>Demonstrates thorough knowledge of at least one complete system, including related instrumentation, controls, data acquisition and mechanisms.</p> <p>Demonstrates ability to perform verification planning and oversight of integration and test at the system-level.</p> <p>Demonstrates ability to integrate systems, including related system requirements and interfaces.</p>	Demonstrates technical expertise to represent the Center on Agency-wide, industry and academic working groups, boards and panels.



Workforce Competency Dictionary



		<p>organizational design, development, or manufacturing team.</p> <p>Demonstrates ability to identify deficiencies in operational processes and tools and propose cost-effective solutions.</p> <p>Demonstrates the ability to perform verification planning and oversight of integration and test at the sub-system level.</p>	<p>Demonstrates the ability to review and assess complex technical documents for their impact on work.</p>	
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Workforce Competency Dictionary

Appendix C: Revision 5 Change Overview

NEW LEVEL 1 COMPTENCIES

Change#	CompID	Competency Title
16	149	Mishap Investigation
53	150	Workplace Safety
56	151	Emergency Management
64	152	Institutional Aircraft Operations
144	153	Technical Management
145	154	Configuration Management
150	155	Space Environments Science and Engineering
153	156	Bioethics
204	157	International Program Development
206	158	Diversity Management
255	159	Wireless Communications and Telemetry
296	160	Metrology and Calibration Competency
305	161	Data Systems and Technology
348	162	Integrated Logistics Support
375	163	Planetary Atmospheres
377	164	Climate Change and Variability
384	165	Para-Professional Business Operations
413	166	Imaging Analysis
418	167	Master Planning
419	168	Research, Development or Flight Facility Planning
423	169	Policy Management
431	170	Executive Management
432	171	Technical Work & Team Management
433	172	Business Work & Team Management
434	173	Project Work & Team Management

MODIFIED LEVEL 1 COMPTENCIES

Change#	CompID	Competency Title
209	5	Payload Integration
244	7	Systems Engineering
243	8	Design and Development Engineering
237	12	Electromagnetics
246	19	Flight and Ground Data Systems
239	21	Avionics
149	23	Terrestrial and Planetary Environments Science and Engineering
44	27	Safety Engineering and Assurance
51	29	Quality Engineering & Assurance
420	34	Biomedical Research
164	36	Aerospace Medicine
18	40	Fundamental Human Factors Research
66	43	Fluid Physics



Workforce Competency Dictionary



Change#	CompID	Competency Title
376	44	Earth Atmosphere
187	52	Astronomy and Astrophysics
256	60	Communication Networks & Engineering
67	65	Advanced Materials and Processing Science
210	66	Materials Science and Engineering
259	68	Propulsion Systems & Testing
126	73	Rocket Propulsion
250	85	Intelligent/Adaptive Systems
76	95	Remote Sensing Technologies
435	101	Aerodynamics
274	104	Thermal Systems
245	106	Fluid Systems
414	112	Facilities Engineering and Management
436	113	Business Management
383	115	Professional Administrative Operations
184	116	Partnership & Business Development
357	118	Financial Management
358	120	Internal Control / Audit
356	121	Cost Estimation and Analysis
426	124	Acquisition and Contract Management
215	126	Security & Program Protection
400	128	Human Capital Management
205	129	Equal Opportunity Management
157	130	Occupational and Environmental Health
369	133	Institutional Environmental Engineering & Management
120	138	Nuclear Engineering/Propulsion
4	140	NASA Leadership Competency

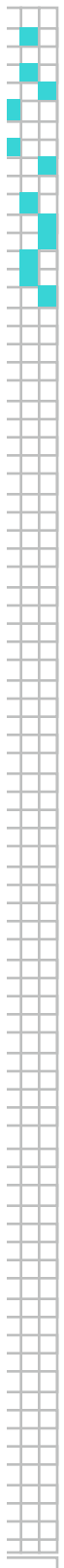
DELETED LEVEL 1 COMPTENCIES

Change#	CompID	Competency Title
75	99	Applied Aerodynamics
193	132	Research Facilities Planning
10	141	Personal Communication
11	142	Relationship Management
190	145	Institutional Facilities Planning
189	146	Institutional Facilities Operations
192	148	Research Facilities Operations

NEW LEVEL 2 COMPTENCIES



Workforce Competency Dictionary



Change#	CompID	Parent Level 1 Competency	Level 2 Competency Title
5	1001	NASA Leadership Competency	Employee & Team Leadership
6	1002		Knowledge & Communication Management
7	1003		Work Performance Leadership
9	1004		International Relations
19	1005	Fundamental Human Factors Research	Biomechanics and Ergonomics Fundamental Research
20	1006		Habitability and Environmental Psychology Fundamental Research
21	1007		Perception and Psychophysics Fundamental Research
22	1008		Psychophysiology Fundamental Research
23	1009		Fatigue, Alertness, Circadian Rhythms Fundamental Research
24	1010		Cognitive Science Fundamental Research
25	1011		Communication and Knowledge Management Fundamental Research
26	1012		Decision Making and Risk Management Fundamental Research
27	1013		Organizational Science Fundamental Research
28	1014		Human-Machine Interaction Fundamental Research
29	1015		Manual Control Fundamental Research
30	1016		Supervisory Control Fundamental Research
31	1017		Training and Adaptation Fundamental Research
32	1018		Human Performance Fundamental Research
34	1019	Human Factors Engineering	Biomechanical Engineering, Technology, Standards
35	1020		Ergonomics Engineering, Technology, and Standards
36	1021		Space Human Factors Engineering, Technology, and Standards
37	1022		Habitability Engineering, Technology, and Standards
38	1023		Perceptual Technologies and Standards
39	1024		Cognitive Technologies
40	1025		Human-Automation System Design
41	1026		Training Technologies
42	1027		Human Reliability and Human Error Analysis
85	1028	Design and Development Engineering	Structural Design and Development Engineering
86	1029		Electrical Design and Development Engineering
87	1030		Propulsion Design and Development Engineering
88	1031		Test Fixtures and GSE Design and Development Engineering
89	1032	Integration Engineering	Structural Integration Engineering
90	1033		Materials Integration Engineering
91	1034		Systems Integration Engineering
92	1035		Electrical Integration Engineering
93	1036		Propulsion Integration Engineering
94	1037	Test Engineering	Structural Test Engineering
95	1038		Materials Test Engineering
96	1039		Thermal Test Engineering
97	1040		Electrical Test Engineering
98	1041		Propulsion Test Engineering
103	1042	Electrical and Electronic Systems	Instrumentation Systems
104	1043		EEE Parts
105	1044		Parts & Packaging
106	1045		Electrical Circuits Engineering
109	1046	Control Systems, Guidance & Navigation	Spacecraft & Stabilization Control Design and Analysis
110	1047		Vehicle Control Design and Analysis



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Change#	CompID	Parent Level 1 Competency	Level 2 Competency Title
111	1048		Guidance Design and Analysis
114	1049		Navigation System Design and Analysis
117	1050	Advanced In-Space Propulsion	Electric Propulsion
118	1051		Propellantless Prop
119	1052		Advanced Chemical & Thermal Prop
127	1053	Rocket Propulsion	Turbomachinery Design and Analysis
128	1054		Combustion Devices Design and Analysis
129	1055		Valves, Lines & Ducts
135	1056		Propellant Management Systems Design and Analysis
136	1057		Spacecraft and Auxiliary Propulsion System Design and Analysis
137	1058		Analytical and computational Fluid Mechanics
138	1059		Dynamic Data Analysis
140	1060	Materials Science and Engineering	Metallurgy
141	1061		Non-metallics
142	1062		Failure Analysis
143	1063		Contamination Control
154	1064	Bioethics	Biomedical and Research Clinical Ethics (BRCE)
155	1065		Research Subject Protection Regulation (RSPR)
158	1066	Occupational and Environmental Health	Occupational Medicine
159	1067		Industrial Hygiene
160	1068		Health Physics
161	1069		Employee Assistance
165	1070	Aerospace Medicine	Medical Practice
166	1071		Behavioral Health
216	1072	Security & Program Protection	Physical Security
217	1073		Counterintelligence/Counterterrorism Analysis, Investigation and Liaison
218	1074		Information Security
219	1075		National Security Systems
220	1076		Personnel Security
221	1077		Industrial Security
306	1078	Business IT Systems	Information Resources Planning and Evaluation
308	1079		IT Architecture
330	1081		Information Systems Security
329	1080	Data Systems and Technology	Database Management Systems
411	1099		Large Scale Data Systems
412	1100		Data Visualization
349	1082	Legal	Paralegal
350	1083		Intellectual Property Law
351	1084		General Law
352	1085		Contracts Law
353	1086		Personnel/EEO Law
354	1087		Environmental Law
370	1088	Institutional Environmental Engineering & Management	Institutional Environmental Planning/NEPA
372	1089		Institutional Environmental Remediation
415	1090	Facilities Engineering and Management	Facility Civil Engineering
416	1091		Facility Mechanical Engineering
417	1092		Facility Electrical Engineering
427	1093		Acquisition Planning



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Change#	CompID	Parent Level 1 Competency	Level 2 Competency Title
428	1094		Contract Formation
429	1095		Contract Management and Performance Assessment
437	1096		Construction Management
438	1097		Real Property Management
439	1098		Facilities Operations and Maintenance



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