

**United States Department of the Interior  
BUREAU OF LAND MANAGEMENT  
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EM TRANSMISSION

Instruction Memorandum No. HR-2000-020  
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To: Servicing Personnel Officers

From: Director, National Human Resources Management Center

Subject: Scientific and Engineering Occupations Competencies

DD: 01/14/2000

The Bureau is currently part of a consortium of agencies which has contracted with the Office of Personnel Management (OPM) to define the competencies within the Scientific and Engineering Occupations. (See Attachment One for a listing of the targeted job series.) Describing the competencies of these occupations will enable the Bureau to better manage human resources and the work competencies within the organization. Competencies by occupations can be used to develop better recruitment and selection practices, to improve performance evaluations, to enhance career development and planning (e.g., succession planning), and to provide employees, management and human resources a standard way of looking at work.

OPM will be conducting the occupational analysis of these job series on an agency and government wide basis for the consortium members. To describe these competencies, OPM needs to acquire a complete view and understanding of what kind of work employees in these positions are accomplishing throughout the agency. The better and more complete the information, the more accurate and useful the competencies. Each state needs to provide position descriptions, crediting plans, and performance standards (if comprehensive) for each job from within the range of functions for each job series within a state

The referenced documents should be sent to Jennifer Knudson, HR-210, by January 14, 2000.

Questions should be directed to Melissa Dukes, 303-236-6689, or Gary Dreier, 602-615-0526.

Signed by:  
Linda D. Sedbrook  
Director

Authenticated by:  
Darlene Robitaille  
Secretary

1 Attachment

1 - Listing of Scientific and Engineering Job Series ( 1 p)

Distribution

RS-150A, BLM Library  
NI-100, Reading File  
HR-210

**LISTING OF SCIENTIFIC AND ENGINEERING OCCUPATIONS  
FOR COMPETENCY DEVELOPMENT**

**Life Sciences - Technicians**

0404 Biological Science Technician  
0455 Range Technician  
0458 Soil Conservation Technician  
0462 Forestry Technician

**Physical Sciences - Professionals**

1301 General Physical Science  
1306 Health Physics  
1310 Physics  
1313 Geophysicist  
1315 Hydrology  
1320 Chemistry  
1321 Metallurgy  
1330 Astronomy and Space Science  
1350 Geology  
1370 Cartography  
1373 Land Surveying

**Life Sciences - Professionals**

0401 General Biological Science  
0408 Ecology  
0414 Entomology  
0430 Botany  
0454 Rangeland Management  
0457 Soil Conservation  
0460 Forestry  
0470 Soil Science  
0482 Fishery Biology  
0486 Wildlife Biology

**Physical Sciences - Technicians**

1311 Physical Science Technician  
1316 Hydrologic Technician  
1371 Cartographic Technician

**Engineering - Technicians**

0802 Engineering Technician  
0817 Surveying Technician  
0856 Electronics Technician

**Engineering - Professionals**

0801 General Engineering  
0803 Safety Engineering  
0806 Materials Engineering  
0807 Landscape Architecture  
0808 Architecture  
0810 Civil Engineering  
0819 Environmental Engineering  
0830 Mechanical Engineering  
0840 Nuclear Engineering  
0850 Electrical Engineering  
0854 Computer Engineering  
0855 Electronics Engineering  
0861 Aerospace Engineering  
0880 Mining Engineering  
0881 Petroleum Engineering