

	Engineers					Inspector, Technicians/Specialists (CADD, Engineering (Civil, Mechanical, etc.), Field, GIS), Utility Coordinator			
WisDOT Classification	Engineer	Senior Eningeer; Advanced Engineer	Engineering Supervisor; Engineering Chief	Deputy Director; Director	Deputy Administrator; Administrator	Engineering Specialist	Engineering Specialist Senior	Engineering Specialist Advanced	Graphic Designer Entry - Senior
Survey Classification	Entry-Level	Project Engineer	Project Manager	Department Manager	Principal	Entry Level	Mid Level	Senior Level	Graphic Designer
Other Classifications	Staff/Junior Engineer	Engineer, Senior Engineer	Senior Engineer		Director of Engineering, General Manager, Vice President, President, Partner				
General Characteristics	This is the entry level for professional work.	Plans and conducts work requiring judgement regarding the independent evaluation, selection and substantial adaptation and modification of standard techniques, procedures and criteria.	Plans and develops projects concerning unique or controversial problems that have an important effect on major organization programs	Makes decisions and recommendations that are recognized as authoritative and have a far reaching impact on the organization's activities	A professional at this level is either: (1) in charge of programs so extensive and complex as to require staff and resources of sizable magnitude; or (2) is an individual researcher or consultant who is a national and/or international authority leader.	This category should be used for technical personnel who have one or two years of experience in the same position.	This category should be used for technical personnel who have three to seven years of experience in the same position.	This category should be used for technical personnel who have more than seven years of experience in the same position.	Provides support in graphics related projects, including the development of new graphic designs and packaging materials.
Registration Status	Engineer in Training	Professional Engineer	Professional Engineer	Professional Engineer	Professional Engineer				

Architects, Construction Managers, Planners

WisDOT Classification	Engineer	Senior Eningeer; Advanced Engineer	Engineering Supervisor; Engineering Chief	Deputy Director; Director	Deputy Administrator; Administrator	Contracts Specialist	Contracts Specialist Senior, Advanced	Communications Specialist	Communications Specialist Senior, Advanced	Communications Officer
Survey Classification	Entry-Level	Project Engineer	Project Manager	Department Manager	Principal	Admin Assistant/Clerical	Exec Assistant	Marketing Assist	Marketing Mgr	Marketing Dir
Other Classifications	Staff/Junior Engineer	Engineer, Senior Engineer	Senior Engineer		Director of Engineering, General Manager, Vice President, President, Partner					
General Characteristics	This is the entry level for professional work.	Plans and conducts work requiring judgement regarding the independent evaluation, selection and substantial adaptation and modification of standard techniques, procedures and criteria.	Plans and develops projects concerning unique or controversial problems that have an important effect on major organization programs	Makes decisions and recommendations that are recognized as authoritative and have a far reaching impact on the organization's activities	A professional at this level is either: (1) in charge of programs so extensive and complex as to require staff and resources of sizable magnitude; or (2) is an individual researcher or consultant who is a national and/or international authority leader.	Performs routine administrative office functions under the direction of the Office Administrator/Manager. Responsibilities may include filing, bookkeeping, word processing, handling incoming and outgoing mail, etc. Requires basic computer skills. High school graduate.	Performs diversified duties for company executive(s). Handles correspondence of a complex and/or confidential nature, and assists in designated administrative details requiring initiative and judgement. Requires knowledge of company policy and organization and good computer skills. Responsibilities may include supervision of computer operators and administrative assistants Secretarial school or high school graduate with appropriate training.	Provides administrative support for marketing activities. Client contact restricted to updating routine file information. Maintains databases, client files, project description files and mailing lists. May complete government forms and assemble qualification package from existing marketing materials with direction from principal or marketing manager. May research target markets and potential clients.	Primary responsibilities are to maintain marketing information systems and to edit, coordinate and help write proposals, brochures and other marketing materials. May assist the marketing director in developing the marketing plan, facilitate/coordinate marketing staff meetings and/or oversee proposal preparation, client contact database maintenance and help manage marketing support staff.	Senior member of firm management who is responsible for all marketing activities. Establishes marketing programs, policies and procedures. Directs preparation of marketing plan and has major influence on the substance of the plan. Is empowered to make commitments on behalf of the firm. Supervises marketing staff and directs technical staff in marketing duties. Typically represents firm to clients, peer organizations and business associates.
Registration Status										

Land Surveyors

WisDOT Classification	Engineering Technician	Surveyor	Senior	Advanced, Survey Coordinators, Engineering Specialist Advanced (no PLS)	N/A	Real Estate Specialist Entry, Senior, Advanced	Accountant Advanced	Accountant	Archaeologist
Survey Classification	Instrument Person	Technician	Field Survey Party Chief	Project Surveyor	Department Manager		Bookkeeper/Accounting Sup	Accounting/Payroll Clerk	N/A
Other Classifications									
General Characteristics	Entry level position with basic knowledge of specific skill. Zero or more years of experience.	Experienced in one or more CADD platforms such as AutoCAD, Intergraph, etc.; and able to produce engineering drawings from design information provided by engineers. Able to create graphic information databases using a GIS platform, such as ARC/INFO. Technical school or community college graduate.	Directs field crew, computes survey projects, or produces survey drawings with minimum supervision. Four or more years of experience.	Coordinates with client's representatives on projects, direct supervision of research, computation field work and drafting. Stamps and signs surveys done under his or her direct supervision. College graduate, college credits or equivalent, with six or more years of additional experience.	Has overall responsibility for client contract, contract negotiations, staffing, department policies, research, computation, field work and drafting. Stamps and signs surveys done under his or her direct supervision. College graduate, college credits or equivalent, with eight or more years of additional experience.	Includes performing work in the following functional areas: appraisal, appraisal review, cost estimation, litigation, LPA and NGO coordination, negotiation, project development, project management, property management, quality assurance review, relocation, right of way certification, surplus land sales.	Works under Financial manager/Comptroller. Responsible for maintaining a complete and systematic set of records of business transactions. Balances books and prepares reports to show receipts, expenditures, accounts receivable and payable, and various other items pertinent to the operation of a business. Supervises accounting clerks. Good computer skills required. Applicable degree and/or business school training.	Under supervision, performs a variety of routine bookkeeping tasks. Duties may include reconciling bank accounts, posting to and balancing general and subsidiary ledgers, processing payroll, preparing draft invoices, assisting in maintenance of accounting files, etc. Ability to use appropriate spreadsheet computer software. Business school or community college graduate.	Administers survey projects to identify historic and prehistoric sites and districts; overseeing and permitting the excavation of human remains; determining and mitigating the impact of public or private projects on archeological sites; designing and evaluating archeological databases; maintaining effective liaison with the professional archeological community; conducting peer reviews of archeological reports; administering land-based excavations, underwater site assessments, or field work.
Registration Status				Licensed Surveyor	Licensed Surveyor				