



Occupational Model & Salary Analysis



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Physical Security & Investigation Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Education; Information &
Communication Svcs; Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$25,406 - \$27,451- \$29,793

Key Occupation: Security Officer/Guard

Job Description
Patrols property against fire, theft, vandalism, and illegal entry. Plans and establishes adequate internal and external security procedures for company. Monitors CCTV systems, the facility alarms, access activity, fire suppression systems and performs facility checks. Investigates unusual or suspicious situations. Maintains records and logs as assigned. Enforces company procedures and regulations during and after normal work hours. Assists with and trained for emergency situations. May operate fire-fighting equipment, short wave radio and administer CPR and first aid. Studies security regulations and restrictions relative to company operations. Inspects equipment and machinery to ascertain if tampering has occurred. Watches for reports and irregularities, such as fire hazards, leaking water pipes, and security doors left unlocked. Sounds alarm or calls police or fire department in case of fire or presence of unauthorized persons. Permits authorized persons to enter property.

Skills/Competencies <ul style="list-style-type: none">• Problem Solving• Attention to Detail• Judgment/Decision Making• Verbal and Communication Skills	<ul style="list-style-type: none">• Ability to Function under Stress
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Education & Experience

- High School and above. Associate degree in law enforcement discipline preferred.
- Prior training in firearms and recent (within the past 12 months) qualification certification.
- Generally requires at least two years experience
- Basic computer skills, i.e., word processing, spreadsheets and menu-driven software.
- Requires strong interpersonal and communication skills.

Certifications
Valid driver’s license required. Certification to carry a weapon: PERC (Permanent Employee Registration Card issued by the Dept of Professional Regulation); FOID (Firearm Owner’s Identification card issued by the State Police); and a TAN card (issued by the Dept of Professional Regulation). Certified Protection Professional (CPP), Professional Certified Investigator (PCI), Physical Security Professional (PSP), Certified

Protection Officer (CPO), Certified Crime Prevention Specialist (CCPS) designations preferred.
Managerial Responsibility: Typically none; however, at senior levels, may perform team-lead and training role.
Potential Career Path Opportunities Security Manager, Security Director

DEVELOPMENTAL PATH: Physical Security & Investigation – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Security Officer/Guard – Entry Level	High School Education	Firearms, CPR	Customer Focus Integrity Active Listening Ethical Standards	Communication Cooperation Adaptability/Flexibility Initiative
Security Officer/Guard – Career Level	High School Education. Associate degree in law enforcement discipline preferred	Firearms, Investigation, Patrol, CPR	Customer Focus Integrity Dependability Self Control Concern for Others	Communication Cooperation Adaptability/Flexibility Initiative
Loss Prevention Manager	Bachelor’s degree	Investigation Analysis Risk Assessment	Integrity Stress Tolerance Self Control Judgment Dependability	Communication Problem Solving Time Management Decision Making
Security Manager	High School Education. Associate degree in law enforcement discipline preferred	Firearms, Investigation, CPR, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others Ethical Standards	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Security Director	High School Education. Bachelor’s degree in law enforcement discipline preferred	Investigation, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others Ethical Standards	Communication Motivator Cooperation Adaptability/Flexibility Initiative

Chief Security Officer (CSO)	Bachelor's degree in law enforcement discipline preferred	Investigation, Crisis Management, Critical Planning,	Customer Focus Integrity Integrity Dependability Self Control Concern for Others Ethical Standards	Vision Communication Motivator Cooperation Adaptability/Flexibility Initiative
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CAREER POSSIBILITIES: Physical Security & Investigation Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(0-2 Yrs)	Security Officer/Guard – Entry Level Monitor security systems and maintain access control systems. Patrols premises and reports irregularities. Guards against fire, theft, unauthorized access, and vandalism.
(2-4 Yrs)	Security Officer/Guard – Career Level Maintains security and access control systems. Patrols and protects property from hazardous and potentially hazardous situations. Performs and documents investigations. Trained for emergency situations.
(5+ Yrs)	Loss Prevention Manager – Career Level Responsible for implementing and maintaining company loss prevention programs and policies to minimize the risk of physical loss to the organization. .
(5 + Yrs)	Security Manager Responsible for scheduling and coordinating a team of security personal charged with safety and security of property and personnel. Performs as lead investigator and ensures guards have proper training.
(10 + Yrs)	Security Director Directs the development and implementation of security programs (and sometimes safety programs) to guard against theft, vandalism, violence, or other threats.
(15 + Yrs)	Chief Security Officer Responsible for the development and implementation of security policies that are appropriate for the organization. Ensures procedures are in place to protect the organization's intellectual and physical property, employees, and information systems. Serves as a liaison with all outside government and law enforcement officials.

Physical Security & Investigation Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Education; Information &
Communication Svcs; Life Sciences; Logistics & Transportation; Lumber Wood and Paper

<p style="text-align: center;">Salary Expectations Entry Level – Median – Experienced \$28,691 - \$35,791 - \$46,615</p>

Key Occupation: Private Detective

<p>Job Description Detects and compiles information on occurrences of unlawful acts or infractions of rules. Writes reports and case summaries to document investigations. Searches computer databases, credit reports, public records, tax and legal filings, and other resources in order to locate persons or to compile information for investigations. Obtains and analyzes information on suspects, crimes, and disturbances in order to solve cases, to identify criminal activity, and to gather information for court cases. Conducts background investigations of individuals, such as pre-employment checks, to obtain information about an individual’s character, financial status or personal history. Testifies at hearings and court trials to present evidence. Observes and documents activities of individuals in order to detect unlawful acts or to obtain evidence for cases. Performs undercover operations.</p>
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<p>Skills/Competencies</p> <ul style="list-style-type: none">• Complex Problem Solving• Attention to Detail and Accuracy• Judgment and Decision Making• Verbal and Communication Skills	<ul style="list-style-type: none">• Analytics• Deductive Reasoning• Critical Thinking• Time Management
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<p>Education & Experience</p> <ul style="list-style-type: none">• Bachelor’s degree in criminology or related field preferred, plus two to five years experience.• In-depth knowledge of criminal and civil laws, as well as company policies and procedures.• Basic computer skills, i.e., word processing, spreadsheets and menu-driven software.• Knowledge of tools used in occupation, e.g surveillance video or audio recorders.
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<p>Certifications Valid driver’s license required. Certified Legal Investigator (CLI), Certified Protection Professional (CPP), Professional Certified Investigator (PCI), Certified Crime Prevention Specialist (CCPS) designations preferred.</p>
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<p>Managerial Responsibility: None.</p>
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<p>Potential Career Path Opportunities Investigator / Private Investigator, Security Manager or Loss Prevention Manager</p>
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DEVELOPMENTAL PATH: Physical Security & Investigation – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Private Detective – Entry Level	Bachelor’s degree in criminology	Investigation Oral Comprehension	Integrity Dependability Self Control	Communication Active Listening
Private Detective – Career Lvl	Bachelor’s degree in criminology	Investigation Inductive Reasoning Oral Comprehension Deductive Reasoning	Integrity Dependability Self Control	Communication Problem Sensitivity Critical Thinking
Investigator/Private Investigator	Bachelor’s degree in criminology	Investigation Inductive Reasoning Oral Comprehension Deductive Reasoning	Integrity Dependability Self Control	Communication Problem Sensitivity Critical Thinking
Loss Prevention Manager	Bachelor’s degree	Investigation Analysis Risk Assessment	Integrity Stress Tolerance Self Control Judgment Dependability	Communication Problem Solving Time Management Decision Making
Security Manager	High School Education. Associate degree in law enforcement discipline preferred	Firearms, Investigation, CPR, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others Ethical Standards	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Security Director	High School Education. Bachelor’s degree in law enforcement discipline preferred	Investigation, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others Stress Tolerance	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Chief Security Officer (CSO)	Bachelor’s degree in law enforcement discipline preferred	Investigation, Crisis Management, Critical Planning,	Customer Focus Integrity Dependability	Vision Communication Motivator

			Self Control Concern for Others Stress Tolerance	Cooperation Adaptability/Flexibility Initiative
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CAREER POSSIBILITIES: Physical Security & Investigation Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(0-2 Yrs)	Private Detective – Entry Level Investigates and documents disturbances and events. May detain suspects and interview witnesses.
(2-5 Yrs)	Private Detective – Career Level In-depth knowledge of investigative procedures and practices.
(2-5 Yrs)	Investigator/Private Investigator In-depth knowledge of investigative procedures and practices.
(5+ Yrs)	Loss Prevention Manager – Career Level Responsible for implementing and maintaining company loss prevention programs and policies to minimize the risk of physical loss to the organization. .
(5 + Yrs)	Security Manager Responsible for scheduling and coordinating a team of security personal charged with safety and security of property and personnel. Performs as lead investigator and ensures guards have proper training.
(10 + Yrs)	Security Director Directs the development and implementation of security programs (and sometimes safety programs) to guard against theft, vandalism, violence, or other threats.
(15+ Yrs)	Chief Security Officer Responsible for the development and implementation of security policies that are appropriate for the organization. Ensures procedures are in place to protect the organization’s intellectual and physical property, employees, and information systems. Serves as a liaison with all outside government and law enforcement officials.

Physical Security & Investigation Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information &
 Communication Svcs; Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$38,241 - \$43,966- \$50,222

Key Occupation: Investigator/Private Investigator

Job Description	Protects property of business establishment through the detection of violation of guidelines such as theft, fraud, threats, and competitor intelligence gathering. Investigates disturbances, such as unlawful intrusion, fires, and property damage. Apprehends unauthorized persons found on property, using armed force if necessary, and releases them to custody of authorities. Gathers information from suspect(s) and witness(es). Prepares and submits recommendations for action plans to reduce exposure to criminal activity. Conducts investigations on own initiative or on request of management. Stakes out company grounds to apprehend suspects in illegal acts. Questions suspects and apprehends culprits. Files complaints against suspects and testifies in court as witness. Creates formal documentation and reports on all incidents. Writes case reports. Develops action plans for resolution.
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Skills/Competencies	<ul style="list-style-type: none"> • Problem Solving • Attention to Detail and Accuracy • Analytical Ability • Verbal and Communication Skills 	<ul style="list-style-type: none"> • Organizational Skills
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Education & Experience	<ul style="list-style-type: none"> • Bachelor’s degree in criminology or related field plus at least two years experience. • Extensive knowledge of security operations, policies, and procedures. • In-depth knowledge of criminal and civil laws, as well as company policies and procedures. • Basic computer skills, i.e., word processing, spreadsheets and menu-driven software.
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Certifications	Valid driver’s license required. Certified Protection Professional (CPP), Professional Certified Investigator (PCI), Physical Security Professional (PSP), Certified Protection Officer (CPO), Certified Crime Prevention Specialist (CCPS) designations preferred.
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Managerial Responsibility:	None, though may coordinate investigation activities of security officers.
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Potential Career Path Opportunities	Security Manager, or Loss Prevention Manager, Security Director
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DEVELOPMENTAL PATH: Physical Security & Investigation – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Investigator/Private Investigator – Entry Level	Bachelor’s degree in criminology	Investigation Oral Comprehension	Integrity Dependability Self Control	Communication Active Listening
Investigator/Private Investigator – Career Lvl	Bachelor’s degree in criminology	Investigation Inductive Reasoning Oral Comprehension Deductive Reasoning	Integrity Dependability Self Control	Communication Problem Sensitivity Critical Thinking
Loss Prevention Manager	Bachelor’s degree	Investigation Analysis Risk Assessment	Integrity Stress Tolerance Self Control Judgment Dependability	Communication Problem Solving Time Management Decision Making
Security Manager	High School Education. Associate degree in law enforcement discipline preferred	Firearms, Investigation, CPR, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others Ethical Standards	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Security Director	High School Education. Bachelor’s degree in law enforcement discipline preferred	Investigation, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others Stress Tolerance	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Chief Security Officer (CSO)	Bachelor’s degree in law enforcement discipline preferred	Investigation, Crisis Management, Critical Planning,	Customer Focus Integrity Dependability Self Control Concern for Others Stress Tolerance	Vision Communication Motivator Cooperation Adaptability/Flexibility Initiative

CAREER POSSIBILITIES: Physical Security & Investigation Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(0-2 Yrs)	Investigator/Private Investigator – Entry Level Investigates and documents disturbances and events. May detain suspects and interview witnesses..
(2-5 Yrs)	Investigator/Private Investigator – Career Level In-depth knowledge of investigative procedures and practices.
(5+ Yrs)	Loss Prevention Manager – Career Level Responsible for implementing and maintaining company loss prevention programs and policies to minimize the risk of physical loss to the organization.
(5 + Yrs)	Security Manager Responsible for scheduling and coordinating a team of security personnel charged with safety and security of property and personnel. Performs as lead investigator and ensures guards have proper training.
(10 + Yrs)	Security Director Directs the development and implementation of security programs (and sometimes safety programs) to guard against theft, vandalism, violence, or other threats.
(15+ Yrs)	Chief Security Officer Responsible for the development and implementation of security policies that are appropriate for the organization. Ensures procedures are in place to protect the organization’s intellectual and physical property, employees, and information systems. Serves as a liaison with all outside government and law enforcement officials.

Physical Security & Investigation Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information &
 Communication Svcs; Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$49,236 - \$57,571 - \$69,314
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Key Occupation: Security Manager

Job Description
 Manages and coordinates activities of security staff engaged in protection of individuals, homes, and business, commercial, and industrial organizations, and investigates various crimes against organization or client. Develops, implements, and administers programs to protect an organization's, employee's, or client's property from theft, sabotage, violence, or other situations that endanger the well being of client, employees, or organization facilities. Develops, implements, and administers methods and procedures for monitoring work activities of staff in order to inform management of current status or work activities.

Skills/Competencies <ul style="list-style-type: none"> • Problem Solving • Attention to Detail and Accuracy • Analytical Ability • Judgment/Decision Making • Verbal and Communication Skills 	<ul style="list-style-type: none"> • Organizational Skills • Leadership
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Education & Experience

- High School diploma plus at least five years supervisory experience
- Extensive knowledge of government regulations relating to security requirements.
- Basic computer skills, i.e., word processing, spreadsheets and menu-driven software.
- Requires strong interpersonal and communication skills.

Certifications
 Valid driver's license required. Certification to carry a weapon: PERC (Permanent Employee Registration Card issued by the Dept of Professional Regulation); FOID (Firearm Owner's Identification card issued by the State Police); and a TAN card (issued by the Dept of Professional Regulation). Certified Protection Professional (CPP), Professional Certified Investigator (PCI), Physical Security Professional (PSP), Certified Protection Officer (CPO), Certified Crime Prevention Specialist (CCPS) designations preferred.

Managerial Responsibility: May manage staff of Security Guards and Clerks or Aides.

Potential Career Path Opportunities Loss Prevention Manager, Security Director, Chief Security Officer (CSO)

DEVELOPMENTAL PATH: Physical Security & Investigation – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Security Officer/Guard – Entry Level	High School Education	Firearms, CPR	Customer Focus Integrity	Communication
Security Officer/Guard – Career Level	High School Education. Associate degree in law enforcement discipline preferred	Firearms, Investigation, Patrol, CPR	Customer Focus Integrity Dependability Self Control Concern for Others	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Loss Prevention Manager	Bachelor’s degree	Investigation Analysis Risk Assessment	Integrity Stress Tolerance Self Control Judgment Dependability	Communication Problem Solving Time Management Decision Making
Security Manager	High School Education. Associate degree in law enforcement discipline preferred	Firearms, Investigation, CPR, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Security Director	High School Education. Bachelor’s degree in law enforcement discipline preferred	Investigation, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others Stress Tolerance	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Chief Security Officer (CSO)	Bachelor’s degree in law enforcement discipline preferred	Investigation, Crisis Management, Critical Planning,	Customer Focus Integrity Dependability Self Control Concern for Others Stress Tolerance	Vision Communication Motivator Cooperation Adaptability/Flexibility Initiative

CAREER POSSIBILITIES: Physical Security & Investigation Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(0-2 Yrs)	<p>Security Officer/Guard – Entry Level Monitor security systems and maintain access control systems. Patrols premises and reports irregularities. Guards against fire, theft, unauthorized access, and vandalism.</p>
(2-4 Yrs)	<p>Security Officer/Guard – Career Level Maintains security and access control systems. Patrols and protects property from hazardous and potentially hazardous situations. Performs and documents investigations. Trained for emergency situations.</p>
(5+ Yrs)	<p>Loss Prevention Manager – Career Level Responsible for implementing and maintaining company loss prevention programs and policies to minimize the risk of physical loss to the organization. .</p>
(5 + Yrs)	<p>Security Manager Responsible for scheduling and coordinating a team of security personal charged with safety and security of property and personnel. Performs as lead investigator and ensures guards have proper training.</p>
(10 + Yrs)	<p>Security Director Directs the development and implementation of security programs (and sometimes safety programs) to guard against theft, vandalism, violence, or other threats.</p>
(15+ Yrs)	<p>Chief Security Officer Responsible for the development and implementation of security policies that are appropriate for the organization. Ensures procedures are in place to protect the organization’s intellectual and physical property, employees, and information systems. Serves as a liaison with all outside government and law enforcement officials.</p>

Physical Security & Investigation Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information &
 Communication Svcs; Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$60,755 - \$66,399- \$73,737

Key Occupation: Loss Prevention Manager

Job Description Manages all aspects of organization’s loss prevention activities, such as asset protection, safety, training, and oversight of security equipment. Works towards continuous reduction in company’s cost of property and casualty risks through the development and implementation of programs and systems to prevent and control losses. Analyzes company loss experience to identify loss trends. Implements and coordinates security and theft prevention programs designed to ensure the protection of company assets and increase profitability. Reviews reported loss events such as robbery or burglary, destruction or sabotage of company property, employee theft or fraud, or any other internal or external event resulting in loss of company assets. Modifies loss prevention plan to protect against repeat occurrences of loss events. Coordinates investigations of loss events and works with local law enforcement and other prosecuting agencies. Maintains records and reports of loss events.	
Skills/Competencies <ul style="list-style-type: none"> • Attention to Detail and Accuracy • Analytical Ability • Verbal and Communication Skills 	<ul style="list-style-type: none"> • Organizational Skills • Leadership
Education & Experience <ul style="list-style-type: none"> • Bachelor’s degree in Business Administration or related field plus at least two years experience. • Extensive knowledge of loss prevention policies and procedures. • In-depth knowledge of related criminal and civil laws, as well as company policies and procedures. 	
Certifications Certified Crime Prevention Specialist (CCPS) designation preferred.	
Managerial Responsibility: Selects and trains loss prevention personnel, with emphasis on professionalism and safety.	
Potential Career Path Opportunities Security Director	

DEVELOPMENTAL PATH: Physical Security & Investigation – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Security Officer/Guard – Entry Level	High School Education	Firearms, CPR	Customer Focus Integrity	Communication
Security Officer/Guard – Career Level	High School Education. Associate degree in law enforcement discipline preferred	Firearms, Investigation, Patrol, CPR	Customer Focus Integrity Dependability Self Control Concern for Others	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Loss Prevention Manager	Bachelor’s degree	Investigation Analysis Risk Assessment	Integrity Stress Tolerance Self Control Judgment Dependability	Communication Problem Solving Time Management Decision Making
Security Manager	High School Education. Associate degree in law enforcement discipline preferred	Firearms, Investigation, CPR, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Security Director	High School Education. Bachelor’s degree in law enforcement discipline preferred	Investigation, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others Stress Tolerance	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Chief Security Officer (CSO)	Bachelor’s degree in law enforcement discipline preferred	Investigation, Crisis Management, Critical Planning,	Customer Focus Integrity Dependability Self Control Concern for Others Stress Tolerance	Vision Communication Motivator Cooperation Adaptability/Flexibility Initiative

CAREER POSSIBILITIES: Physical Security & Investigation Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(0-2 Yrs)	<p>Security Officer/Guard – Entry Level Monitor security systems and maintain access control systems. Patrols premises and reports irregularities. Guards against fire, theft, unauthorized access, and vandalism.</p>
(2-4 Yrs)	<p>Security Officer/Guard – Career Level Maintains security and access control systems. Patrols and protects property from hazardous and potentially hazardous situations. Performs and documents investigations. Trained for emergency situations.</p>
(5+ Yrs)	<p>Loss Prevention Manager – Career Level Responsible for implementing and maintaining company loss prevention programs and policies to minimize the risk of physical loss to the organization. .</p>
(5 + Yrs)	<p>Security Manager Responsible for scheduling and coordinating a team of security personnel charged with safety and security of property and personnel. Performs as lead investigator and ensures guards have proper training.</p>
(10 + Yrs)	<p>Security Director Directs the development and implementation of security programs (and sometimes safety programs) to guard against theft, vandalism, violence, or other threats.</p>
(15+ Yrs)	<p>Chief Security Officer Responsible for the development and implementation of security policies that are appropriate for the organization. Ensures procedures are in place to protect the organization’s intellectual and physical property, employees, and information systems. Serves as a liaison with all outside government and law enforcement officials.</p>

Physical Security & Investigation Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Education; Information &
Communication Svcs; Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$93,703 - \$116,287- \$143,478

Key Occupation: Security Director

Job Description
Directs and coordinates the maintenance of a safe and secure environment for employees, properties, and assets. Develops and implements security programs to guard against theft, vandalism, violence, or other threats against the company or its employees. Ensures state and local ordinances are maintained relating to the prevention of crime, traffic and parking regulations and that effective security services are used. Advises on and interprets policies, procedures, and regulations. Develops staffing and training schedules. Develops emergency and contingency plans. Inspects premises to determine security needs, and recommends protection measures. Maintains Emergency Response Teams. Investigates “unaccounted for” losses/damages to equipment. Maintains a good working relationship with law enforcement agencies. Conducts training of new officers/guards; schedules work assignments, administers employee discipline. Notifies management of security weaknesses, and implements procedures for mitigating losses. May conduct internal investigations relating to security issues. Prepares written reports of results of investigations as required. May testify in court.

Skills/Competencies <ul style="list-style-type: none">• Problem Solving• Attention to Detail and Accuracy• Analytical Ability• Judgment/Decision Making• Verbal and Communication Skills	<ul style="list-style-type: none">• Organizational Skills• Leadership
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Education & Experience

- Bachelor’s degree in criminology or related field plus at least two years supervisory experience
- Extensive knowledge of government regulations relating to security requirements.
- Basic computer skills, i.e., word processing, spreadsheets and menu-driven software.
- Requires strong interpersonal and communication skills.

Certifications
Valid driver’s license required. Certification to carry a weapon: PERC (Permanent Employee Registration Card issued by the Dept of Professional Regulation); FOID (Firearm Owner’s Identification card issued by the State Police); and a TAN card (issued by the Dept of Professional

Regulation). Certified Protection Professional (CPP), Professional Certified Investigator (PCI), Physical Security Professional (PSP), Certified Protection Officer (CPO), Certified Crime Prevention Specialist (CCPS) designations preferred.
Managerial Responsibility: Supervises staff of security officers/guards. Coordinates security officer training, increase productivity, and streamline work center operations.
Potential Career Path Opportunities Chief Security Officer (CSO)

DEVELOPMENTAL PATH: Physical Security & Investigation – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Security Officer/Guard – Entry Level	High School Education	Firearms, CPR	Customer Focus Integrity	Communication
Security Officer/Guard – Career Level	High School Education. Associate degree in law enforcement discipline preferred	Firearms, Investigation, Patrol, CPR	Customer Focus Integrity Dependability Self Control Concern for Others	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Security Manager	High School Education. Associate degree in law enforcement discipline preferred	Firearms, Investigation, CPR, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Security Director	High School Education. Bachelor’s degree in law enforcement discipline preferred	Investigation, Crisis Management	Customer Focus Integrity Dependability Self Control Concern for Others Stress Tolerance	Communication Motivator Cooperation Adaptability/Flexibility Initiative
Chief Security Officer (CSO)	Bachelor’s degree in law enforcement discipline preferred	Investigation, Crisis Management, Critical Planning,	Customer Focus Integrity Dependability Self Control Concern for Others Stress Tolerance	Vision Communication Motivator Cooperation Adaptability/Flexibility Initiative

CAREER POSSIBILITIES: Physical Security & Investigation Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(0-2 Yrs)	<p>Security Officer/Guard – Entry Level Monitor security systems and maintain access control systems. Patrols premises and reports irregularities. Guards against fire, theft, unauthorized access, and vandalism.</p>
(2-4 Yrs)	<p>Security Officer/Guard – Career Level Maintains security and access control systems. Patrols and protects property from hazardous and potentially hazardous situations. Performs and documents investigations. Trained for emergency situations.</p>
(5 + Yrs)	<p>Security Manager Responsible for scheduling and coordinating a team of security personnel charged with safety and security of property and personnel. Performs as lead investigator and ensures guards have proper training.</p>
(10 + Yrs)	<p>Security Director Directs the development and implementation of security programs (and sometimes safety programs) to guard against theft, vandalism, violence, or other threats.</p>
(15+ Yrs)	<p>Chief Security Officer Responsible for the development and implementation of security policies that are appropriate for the organization. Ensures procedures are in place to protect the organization's intellectual and physical property, employees, and information systems. Serves as a liaison with all outside government and law enforcement officials.</p>



IT/Cyber Security & Investigations Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Information & Communication Svcs
 Life Sciences; Logistics & Transportation;

<p>Salary Expectations Entry Level – Average – Experienced \$48,269 - \$57,661 - \$68,768</p>
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Key Occupation: Computer Security Specialist

Regulates access to computer data files, monitors data file use, and updates computer security files. Enters commands into computer to allow access to the computer system for users who forget their password. Reads computer security files to determine whether denial of data access reported by user is justified. Modifies security files to correct error, or explains that user authorization does not permit access. Answers user questions about computer security. Modifies security files to add new users, delete former users, and change user names. Sends printouts listing employee data authorization to computer user departments to verify or correct information in security files. Reviews data use records and compares usernames listed in records with employee authorization to ensure that all employees who accessed data files were entitled to do so.

<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Analytical Skills / Problem Solving • Attention to Detail • Judgment/Decision Making • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Time Management • Systems Analysis • Knowledge/technical expertise • Advanced PC/Network skills
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<p>Education & Experience</p> <ul style="list-style-type: none"> • Prefer up 2 - 5 years of postsecondary training in field of specialty; however, some companies may accept equivalent education and experience combined. • Experience in design of systems security mechanisms, implementation of systems security products and/or administration of systems security systems. • Security audit experience, with particular emphasis on Access Control. • Experience with networks, firewalls, and personal computers.

<p>Certifications Certified Information Systems Auditor (CISA), National Industrial Security Program (NISP), Unix/Linux based systems, Certified Information Systems Security Professional (CISSP), Network certifications in Microsoft, Novell, Symantec or other programs preferred.</p>
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<p>Managerial Responsibility: Typically none.</p>
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<p>Potential Career Path Opportunities Computer Fraud Prevention Spec., Security Analyst,</p>
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DEVELOPMENTAL PATH: IT/Cyber Security – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Computer Security Specialist	Undergraduate Degree	Systems Knowledge Detail Orientation Active Learning	Customer Focus Integrity Dependability	Teamwork Communication
Computer Fraud Prevention Specialist / Computer Forensics Examiner	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Judgment Problem Solving
IT Security Analyst	Undergraduate Degree	Systems Knowledge Research / Analytics Detail Orientation	Customer Focus Integrity Persistence	Teamwork Communication Judgment Problem Solving
Firewall Administrator	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence	Communication
IT Security Consultant	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Customer Focus Integrity Creative Thinking Persistence	Vision Communication
IT Security Manager / Supervisor	Undergraduate Degree	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
IT Security Director / IT Risk Director	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management	Integrity Dependability Stress Tolerance Persistence Independence	Decision-making Communication Judgment Problem Solving
Top Information Security Officer	Undergraduate Degree Masters Degree (optional / preferred)	Industry and Business Technology	Integrity Dependability Stress Tolerance Persistence	Vision Communication Motivator Decision-making

CAREER POSSIBILITIES: IT/Cyber Security Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(6 mos./2 yrs)	<p>Computer Security Specialist Learn and gain experience in software programs and other systems supported by the organization. Perform troubleshooting tasks and basic security functions such as verify user identity and reset password access to systems.</p>
(2-5 Yrs)	<p>Computer Fraud Prevention Specialist Plans and conducts audits of data processing systems and applications to safeguard assets, ensure accuracy of data, and promote operational efficiency</p>
(2-5 Yrs)	<p>Computer Forensics Examiner Responsible for conducting independent investigations, performing data and systems recovery working with several technology platforms and technologies, and providing guidance on archival/retrieval policies.</p>
(2-5 Yrs)	<p>IT Security Analyst Plan, coordinate, and implement security measures for information systems to protect I.S. assets and to regulate access to computer data files and prevent unauthorized modification, destruction, or disclosure of information. Develops and documents I.T. security standards and procedures. Monitors industry trends and technology improvements and applies to organizational objectives.</p>
(2-5 Yrs)	<p>Firewall Administrator Performs all procedures necessary to ensure the safety of the organization's website and transactions across the Internet including the protection of confidential order information and external business-to-business connections</p>
(5-15 Yrs)	<p>IT Security Consultant Senior-most professional responsible for design, planning, and implementation of security measures to protect information systems assets. Typically does not have management or supervisory responsibilities, but may direct the work and training of others.</p>
(5-10 Yrs)	<p>IT Security Manager and/or Supervisor Responsible for overall security of electronic data, systems, and networks. Designs and administers policies, procedures, standards, guidelines, training, and quality assurance processes, including disaster recovery. Ensures staff is trained properly and protocols are executed efficiently.</p>
(8-15 Yrs)	<p>IT Security Director / IT Risk Management Director Responsible for security in multiple business units and/or technologies with multiple managers as direct reports. Also may be responsible for a specific IT technology, platform, or business unit.</p>
(15+ Yrs)	<p>Top Information Security Officer Senior-most IT security executive in the organization.</p>

IT/Cyber Security & Investigations Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Information & Communication Svcs
 Life Sciences; Logistics & Transportation;

<p>Salary Expectations Entry Level – Average – Experienced \$48,000 - \$55,000- \$62,000</p>

Key Occupation: Computer Fraud Prevention Specialist

<p>Job Description Plans and conducts audits of data processing systems and applications to safeguard assets, ensure accuracy of data, and promote operational efficiency. Ensures that appropriate controls exist, that processing is efficient and accurate, and that systems and procedures are in compliance with corporate standards.</p>	
<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Analytical Skills / Problem Solving • Attention to Detail • Judgment/Decision Making • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Knowledge/technical expertise • Advanced PC/Network skills
<p>Education & Experience</p> <ul style="list-style-type: none"> • Incumbents typically have bachelor’s degree in computer science or related field. • Generally requires more than two years of practical experience. • Experience with networks, firewalls, and personal computers. 	
<p>Certifications CEH (Certified Ethical Hacker); CFCE (Certified Forensic Computer Examiner); CFE (Certified Fraud Examiner), CPA, CFA</p>	
<p>Managerial Responsibility: Typically none; however, at senior levels, may perform team-lead and training role.</p>	
<p>Potential Career Path Opportunities IT Security Analyst, Firewall Administrator</p>	

DEVELOPMENTAL PATH: IT/Cyber Security – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Computer Security Specialist	Undergraduate Degree	Systems Knowledge Detail Orientation Active Learning	Customer Focus Integrity Dependability	Teamwork Communication
Computer Fraud Prevention Specialist / Computer Forensics Examiner	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Judgment Problem Solving
IT Security Analyst	Undergraduate Degree	Systems Knowledge Research / Analytics Detail Orientation	Customer Focus Integrity Persistence	Teamwork Communication Judgment Problem Solving
Firewall Administrator	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence	Communication
IT Security Consultant	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Customer Focus Integrity Creative Thinking Persistence	Vision Communication
IT Security Manager / Supervisor	Undergraduate Degree	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
IT Security Director / IT Risk Director	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management	Integrity Dependability Stress Tolerance Persistence Independence	Decision-making Communication Judgment Problem Solving
Top Information Security Officer	Undergraduate Degree Masters Degree (preferred)	Industry and Business Technology	Integrity Stress Tolerance Persistence	Vision Motivator Decision-making

CAREER POSSIBILITIES: IT/Cyber Security

TIMEFRAME	Job Content / Responsibilities
(6 mos./2 yrs)	<p>Computer Security Specialist Learn and gain experience in software programs and other systems supported by the organization. Perform troubleshooting tasks and basic security functions such as verify user identity and reset password access to systems.</p>
(2-5 Yrs)	<p>Computer Fraud Prevention Specialist Plans and conducts audits of data processing systems and applications to safeguard assets, ensure accuracy of data, and promote operational efficiency</p>
(2-5 Yrs)	<p>Computer Forensics Examiner Responsible for conducting independent investigations, performing data and systems recovery working with several technology platforms and technologies, and providing guidance on archival/retrieval policies.</p>
(2-5 Yrs)	<p>IT Security Analyst Plan, coordinate, and implement security measures for information systems to protect I.S. assets and to regulate access to computer data files and prevent unauthorized modification, destruction, or disclosure of information. Develops and documents I.T. security standards and procedures. Monitors industry trends and technology improvements and applies to organizational objectives.</p>
(2-5 Yrs)	<p>Firewall Administrator Performs all procedures necessary to ensure the safety of the organization's website and transactions across the Internet including the protection of confidential order information and external business-to-business connections</p>
(5-15 Yrs)	<p>IT Security Consultant Senior-most professional responsible for design, planning, and implementation of security measures to protect information systems assets. Typically does not have management or supervisory responsibilities, but may direct the work and training of others.</p>
(5-10 Yrs)	<p>IT Security Manager and/or Supervisor Responsible for overall security of electronic data, systems, and networks. Designs and administers policies, procedures, standards, guidelines, training, and quality assurance processes, including disaster recovery. Ensures staff is trained properly and protocols are executed efficiently.</p>
(8-15 Yrs)	<p>IT Security Director or/ IT Risk Director Responsible for security in multiple business units and/or technologies with multiple managers as direct reports. Also may be responsible for a specific IT technology, platform, or business unit.</p>
(15+ Yrs)	<p>Top Information Security Officer Senior-most IT security executive in the organization.</p>

IT/Cyber Security & Investigations Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Information & Communication Svcs
 Life Sciences; Logistics & Transportation;

Salary Expectations Entry Level – Average – Experienced \$48,000 - \$55,000- \$62,000
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Key Occupation: Computer Forensics Examiner

Job Description
 Manage computer forensic investigations, including evidence preservation as well as providing electronic evidence consultative services. Investigative duties include managing evidence, data analysis, interacting with clients, and providing expert witness services, if necessary. Provide guidance and thinking in design, development, and testing of new technologies, processes, and procedures for forensic collections and investigations. Review and ensure compliance with all legal requirements.

Specific duties include recovery of system and hidden filenames with date/time stamp information, and analysis of magnetic media (desktops, laptops, servers, disks, cell phones, and PDAs).

Skills/Competencies <ul style="list-style-type: none"> • Analytical Skills / Problem Solving • Attention to Detail • Judgment/Decision Making • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Knowledge/technical expertise • Advanced PC/Network skills
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Education & Experience

- Incumbents typically have bachelor’s degree in computer science or related field.
- Generally requires more than two years of practical experience.
- Experience with networks, firewalls, and personal computers.

Certifications
 CEH (Certified Ethical Hacker); CFCE (Certified Forensic Computer Examiner); CFE (Certified Fraud Examiner)

Managerial Responsibility: Typically none; however, at senior levels, may perform team-lead and training role.

Potential Career Path Opportunities IT Security Analyst, IT Security Consultant, IT Security Manager / Risk Manager.

DEVELOPMENTAL PATH: IT/Cyber Security – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Computer Security Specialist	Undergraduate Degree	Systems Knowledge Detail Orientation Active Learning	Customer Focus Integrity Dependability	Teamwork Communication
Computer Fraud Prevention Specialist / Computer Forensics Examiner	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Judgment Problem Solving
IT Security Analyst	Undergraduate Degree	Systems Knowledge Research / Analytics Detail Orientation	Customer Focus Integrity Persistence	Teamwork Communication Judgment Problem Solving
Firewall Administrator	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence	Communication
IT Security Consultant	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Customer Focus Integrity Creative Thinking Persistence	Vision Communication
IT Security Manager / Supervisor	Undergraduate Degree	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
IT Security Director / IT Risk Director	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management	Integrity Dependability Stress Tolerance Persistence Independence	Decision-making Communication Judgment Problem Solving
Top Information Security Officer	Undergraduate Degree Masters Degree (preferred)	Industry and Business Technology	Integrity Stress Tolerance Persistence	Vision Motivator Decision-making

CAREER POSSIBILITIES: IT/Cyber Security

TIMEFRAME	Job Content / Responsibilities
(6 mos./2 yrs)	<p>Computer Security Specialist Learn and gain experience in software programs and other systems supported by the organization. Perform troubleshooting tasks and basic security functions such as verify user identity and reset password access to systems.</p>
(2-5 Yrs)	<p>Computer Fraud Prevention Specialist Plans and conducts audits of data processing systems and applications to safeguard assets, ensure accuracy of data, and promote operational efficiency</p>
(2-5 Yrs)	<p>Computer Forensics Examiner Responsible for conducting independent investigations, performing data and systems recovery working with several technology platforms and technologies, and providing guidance on archival/retrieval policies.</p>
(2-5 Yrs)	<p>IT Security Analyst Plan, coordinate, and implement security measures for information systems to protect I.S. assets and to regulate access to computer data files and prevent unauthorized modification, destruction, or disclosure of information. Develops and documents I.T. security standards and procedures. Monitors industry trends and technology improvements and applies to organizational objectives.</p>
(2-5 Yrs)	<p>Firewall Administrator Performs all procedures necessary to ensure the safety of the organization's website and transactions across the Internet including the protection of confidential order information and external business-to-business connections</p>
(5-15 Yrs)	<p>IT Security Consultant Senior-most professional responsible for design, planning, and implementation of security measures to protect information systems assets. Typically does not have management or supervisory responsibilities, but may direct the work and training of others.</p>
(5-10 Yrs)	<p>IT Security Manager and/or Supervisor Responsible for overall security of electronic data, systems, and networks. Designs and administers policies, procedures, standards, guidelines, training, and quality assurance processes, including disaster recovery. Ensures staff is trained properly and protocols are executed efficiently.</p>
(8-15 Yrs)	<p>IT Security Director or/ IT Risk Director Responsible for security in multiple business units and/or technologies with multiple managers as direct reports. Also may be responsible for a specific IT technology, platform, or business unit.</p>
(15+ Yrs)	<p>Top Information Security Officer Senior-most IT security executive in the organization.</p>

IT/Cyber Security & Investigations Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Information & Communication Services.
 Life Sciences; Logistics & Transportation;

Salary Expectations Entry Level – Average – Experienced \$43,000 - \$60,000- \$86,000
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Key Occupation: Information Systems Security Analyst

Job Description Plan, coordinate, and implement security measures for information systems to protect information system assets and to regulate access to computer data files and prevent unauthorized modification, destruction, or disclosure of information. Develops and documents information technology security standards and procedures. Monitors industry trends and technology improvements and applies to organizational goals and objectives.	
Skills/Competencies <ul style="list-style-type: none"> • Analytical Skills / Problem Solving • Attention to Detail • Judgment/Decision Making • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Knowledge/technical expertise • Advanced PC/Network skills • Organizational Skills/Multi-tasking • Risk Analysis
Education & Experience <ul style="list-style-type: none"> • Incumbents typically have bachelor’s degree in computer science or related field. • Generally requires more than two years of practical experience. 	
Certifications CEH (Certified Ethical Hacker); CISM (Certified Information Security Manager); CISSP (Certified Information Systems Security Professional); GIAC (Global Information Assurance Certification); LPT (Licensed Penetration Tester); PCIP (Professional in Critical Infrastructure Protection); SSCP (Systems Security Certified Practitioner); Symantec: SPS; STA; SCSE; SCSP	
Managerial Responsibility: Typically none; however, at senior levels, may perform team-lead and training role.	
Potential Career Path Opportunities Firewall Administrator, IT Security Consultant, IT Security Manager and/or Supervisor	

DEVELOPMENTAL PATH: IT/Cyber Security – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Computer Security Specialist	Undergraduate Degree	Systems Knowledge Detail Orientation Active Learning	Customer Focus Integrity Dependability	Teamwork Communication
Computer Fraud Prevention Specialist / Computer Forensics Examiner	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Judgment Problem Solving
IT Security Analyst	Undergraduate Degree	Systems Knowledge Research / Analytics Detail Orientation	Customer Focus Integrity Persistence	Teamwork Communication Judgment Problem Solving
Firewall Administrator	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence	Communication
IT Security Consultant	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Customer Focus Integrity Creative Thinking Persistence	Vision Communication
IT Security Manager / Supervisor	Undergraduate Degree	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
IT Security Director / IT Risk Director	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management	Integrity Dependability Stress Tolerance Persistence Independence	Decision-making Communication Judgment Problem Solving
Top Information Security Officer	Undergraduate Degree Masters Degree (preferred)	Industry and Business Technology	Integrity Stress Tolerance Persistence	Vision Motivator Decision-making

CAREER POSSIBILITIES: IT/Cyber Security Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(6 mos./2 yrs)	<p>Computer Security Specialist Learn and gain experience in software programs and other systems supported by the organization. Perform troubleshooting tasks and basic security functions such as verify user identity and reset password access to systems.</p>
(2-5 Yrs)	<p>Computer Fraud Prevention Specialist Plans and conducts audits of data processing systems and applications to safeguard assets, ensure accuracy of data, and promote operational efficiency</p>
(2-5 Yrs)	<p>Computer Forensics Examiner Responsible for conducting independent investigations, performing data and systems recovery working with several technology platforms and technologies, and providing guidance on archival/retrieval policies.</p>
(2-5 Yrs)	<p>IT Security Analyst Plan, coordinate, and implement security measures for information systems to protect I.S. assets and to regulate access to computer data files and prevent unauthorized modification, destruction, or disclosure of information. Develops and documents I.T. security standards and procedures. Monitors industry trends and technology improvements and applies to organizational objectives.</p>
(2-5 Yrs)	<p>Firewall Administrator Performs all procedures necessary to ensure the safety of the organization's website and transactions across the Internet including the protection of confidential order information and external business-to-business connections</p>
(5-15 Yrs)	<p>IT Security Consultant Senior-most professional responsible for design, planning, and implementation of security measures to protect information systems assets. Typically does not have management or supervisory responsibilities, but may direct the work and training of others.</p>
(5-10 Yrs)	<p>IT Security Manager and/or Supervisor Responsible for overall security of electronic data, systems, and networks. Designs and administers policies, procedures, standards, guidelines, training, and quality assurance processes, including disaster recovery. Ensures staff is trained properly and protocols are executed efficiently.</p>
(8-15 Yrs)	<p>IT Security Director or/ IT Risk Director Responsible for security in multiple business units and/or technologies with multiple managers as direct reports. Also may be responsible for a specific IT technology, platform, or business unit.</p>
(15+ Yrs)	<p>Top Information Security Officer Senior-most IT security executive in the organization.</p>

IT/Cyber Security & Investigations Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Information & Communication Svcs
 Life Sciences; Logistics & Transportation;

<p>Salary Expectations Entry Level – Average – Experienced \$56,000 - \$74,000- \$90,000</p>

Key Occupation: Firewall Administrator

<p>Job Description Performs all procedures necessary to ensure the safety of the organization’s website and transactions across the Internet including the protection of confidential order information and external business-to-business connections. Applies Internet firewall and encryption technologies to maintain organizational and customer security. Ensures that the user community understands and adheres to established security procedures. Updates and deletes users, monitors and performs follow-up compliance violations, and develops security policies, practices and guidelines. Requires experience in Firewall/DMZ design and implementation.</p>	
<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Analytical Skills / Problem Solving • Attention to Detail • Judgment/Decision Making • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Knowledge/technical expertise • Advanced PC/Network skills
<p>Education & Experience</p> <ul style="list-style-type: none"> • Incumbents typically have bachelor’s degree in computer science or related field. • Generally requires more than two years of practical experience. • Experience with networks, firewalls, and personal computers. 	
<p>Certifications CEH (Certified Ethical Hacker); CFCE (Certified Forensic Computer Examiner); CFE (Certified Fraud Examiner), Network certifications in Microsoft, Novell, Symantec or other programs preferred.</p>	
<p>Managerial Responsibility Typically none.</p>	
<p>Potential Career Path Opportunities IT Security Consultant, IT Security Manager or Supervisor, IT Risk Director</p>	

DEVELOPMENTAL PATH: IT/Cyber Security – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Computer Security Specialist	Undergraduate Degree	Systems Knowledge Detail Orientation Active Learning	Customer Focus Integrity Dependability	Teamwork Communication
Computer Fraud Prevention Specialist / Computer Forensics Examiner	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Judgment Problem Solving
IT Security Analyst	Undergraduate Degree	Systems Knowledge Research / Analytics Detail Orientation	Customer Focus Integrity Persistence	Teamwork Communication Judgment Problem Solving
Firewall Administrator	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence	Communication
IT Security Consultant	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Customer Focus Integrity Creative Thinking Persistence	Vision Communication
IT Security Manager / Supervisor	Undergraduate Degree	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
IT Security Director / IT Risk Director	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management	Integrity Dependability Stress Tolerance Persistence Independence	Decision-making Communication Judgment Problem Solving
Top Information Security Officer	Undergraduate Degree Masters Degree (preferred)	Industry and Business Technology	Integrity Stress Tolerance Persistence	Vision Motivator Decision-making

CAREER POSSIBILITIES: IT/Cyber Security Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(6 mos./2 yrs)	<p>Computer Security Specialist Learn and gain experience in software programs and other systems supported by the organization. Perform troubleshooting tasks and basic security functions such as verify user identity and reset password access to systems.</p>
(2-5 Yrs)	<p>Computer Fraud Prevention Specialist Plans and conducts audits of data processing systems and applications to safeguard assets, ensure accuracy of data, and promote operational efficiency</p>
(2-5 Yrs)	<p>Computer Forensics Examiner Responsible for conducting independent investigations, performing data and systems recovery working with several technology platforms and technologies, and providing guidance on archival/retrieval policies.</p>
(2-5 Yrs)	<p>IT Security Analyst Plan, coordinate, and implement security measures for information systems to protect I.S. assets and to regulate access to computer data files and prevent unauthorized modification, destruction, or disclosure of information. Develops and documents I.T. security standards and procedures. Monitors industry trends and technology improvements and applies to organizational objectives.</p>
(2-5 Yrs)	<p>Firewall Administrator Performs all procedures necessary to ensure the safety of the organization's website and transactions across the Internet including the protection of confidential order information and external business-to-business connections</p>
(5-15 Yrs)	<p>IT Security Consultant Senior-most professional responsible for design, planning, and implementation of security measures to protect information systems assets. Typically does not have management or supervisory responsibilities, but may direct the work and training of others.</p>
(5-10 Yrs)	<p>IT Security Manager and/or Supervisor Responsible for overall security of electronic data, systems, and networks. Designs and administers policies, procedures, standards, guidelines, training, and quality assurance processes, including disaster recovery. Ensures staff is trained properly and protocols are executed efficiently.</p>
(8-15 Yrs)	<p>IT Security Director or/ IT Risk Director Responsible for security in multiple business units and/or technologies with multiple managers as direct reports. Also may be responsible for a specific IT technology, platform, or business unit.</p>
(15+ Yrs)	<p>Top Information Security Officer Senior-most IT security executive in the organization.</p>

IT/Cyber Security & Investigations Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Information & Communication Svcs
 Life Sciences; Logistics & Transportation;

<p>Salary Expectations Entry Level – Average – Experienced \$85,675 - 93,993 - \$107,326</p>

Key Occupation: IT Security Director / IT Risk Director

Develops, recommends, and administers risk management and data loss prevention programs in order to maintain protection of the organization’s assets at the most economical rates. Reviews and analyzes data and devises risk minimization programs. Plans, organizes, and manages security, disaster recovery and similar functions related to information systems. Ensures that data systems and databases are protected from unauthorized users. Organizes the security investigation and implementation of corrective actions. Ensures compliance with safety legislation, industry practices, and market requirements involving organization. Assists and advises user departments in appropriate security and disaster recovery procedures.

<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Analytical Skills / Problem Solving • Attention to Detail • Judgment/Decision Making • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Time Management • Business Continuity Planning • Knowledge/technical expertise • Advanced PC/Network skills
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Education & Experience

- Bachelor’s degree in Computer Science, Information Systems, or related field.
- Typically requires 10 - 15 years of experience.
- Broad understanding of information security, information technology auditing compliance and business continuity management.
- Ability to perform security assessments or perform audits of security environment.

Certifications
 Certified Information Security Manager (CISM), Certified Information Systems Auditor (CISA), Project Management Professional (PMP), National Industrial Security Program (NISP), Unix/Linux based systems, Certified Information Systems Security Professional (CISSP), Network certifications in Microsoft, Novell, Symantec or other programs preferred.

Managerial Responsibility Typically has supervisors reporting to this position.

Potential Career Path Opportunities Top Information Security Officer

DEVELOPMENTAL PATH: IT/Cyber Security – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Computer Security Specialist	Undergraduate Degree	Systems Knowledge Detail Orientation Active Learning	Customer Focus Integrity Dependability	Teamwork Communication
Computer Fraud Prevention Specialist / Computer Forensics Examiner	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Judgment Problem Solving
IT Security Analyst	Undergraduate Degree	Systems Knowledge Research / Analytics Detail Orientation	Customer Focus Integrity Persistence	Teamwork Communication Judgment Problem Solving
Firewall Administrator	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence	Communication
IT Security Consultant	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Customer Focus Integrity Creative Thinking Persistence	Vision Communication
IT Security Manager / Supervisor	Undergraduate Degree	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
IT Security Director / IT Risk Director	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management	Integrity Dependability Stress Tolerance Persistence Independence	Decision-making Communication Judgment Problem Solving
Top Information Security Officer	Undergraduate Degree Masters Degree (optional / preferred)	Industry and Business Technology	Integrity Dependability Stress Tolerance Persistence	Vision Communication Motivator Decision-making

CAREER POSSIBILITIES: IT/Cyber Security Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(6 mos./2 yrs)	<p>Computer Security Specialist Learn and gain experience in software programs and other systems supported by the organization. Perform troubleshooting tasks and basic security functions such as verify user identity and reset password access to systems.</p>
(2-5 Yrs)	<p>Computer Fraud Prevention Specialist Plans and conducts audits of data processing systems and applications to safeguard assets, ensure accuracy of data, and promote operational efficiency</p>
(2-5 Yrs)	<p>Computer Forensics Examiner Responsible for conducting independent investigations, performing data and systems recovery working with several technology platforms and technologies, and providing guidance on archival/retrieval policies.</p>
(2-5 Yrs)	<p>IT Security Analyst Plan, coordinate, and implement security measures for information systems to protect I.S. assets and to regulate access to computer data files and prevent unauthorized modification, destruction, or disclosure of information. Develops and documents I.T. security standards and procedures. Monitors industry trends and technology improvements and applies to organizational objectives.</p>
(2-5 Yrs)	<p>Firewall Administrator Performs all procedures necessary to ensure the safety of the organization's website and transactions across the Internet including the protection of confidential order information and external business-to-business connections</p>
(5-15 Yrs)	<p>IT Security Consultant Senior-most professional responsible for design, planning, and implementation of security measures to protect information systems assets. Typically does not have management or supervisory responsibilities, but may direct the work and training of others.</p>
(5-10 Yrs)	<p>IT Security Manager and/or Supervisor Responsible for overall security of electronic data, systems, and networks. Designs and administers policies, procedures, standards, guidelines, training, and quality assurance processes, including disaster recovery. Ensures staff is trained properly and protocols are executed efficiently.</p>
(8-15 Yrs)	<p>IT Security Director or/ IT Risk Director Responsible for security in multiple business units and/or technologies with multiple managers as direct reports. Also may be responsible for a specific IT technology, platform, or business unit.</p>
(15+ Yrs)	<p>Top Information Security Officer Senior-most IT security executive in the organization.</p>

IT/Cyber Security & Investigations Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Information & Communication Svcs
 Life Sciences; Logistics & Transportation;

<p>Salary Expectations Entry Level – Average – Experienced \$124,777 - \$145,845 - \$177,243</p>

Key Occupation: Chief Information Security Officer (CISO)

Responsibility for setting organization policy, strategy, standards, and procedures for information and system security, protection, disaster recovery, and business continuance. Responsible for the development and implementation of security audits and procedures to ensure system and information integrity, availability, reliability, confidentiality, and legal/regulatory compliance. Ensures the organization’s information technology compiles with all applicable federal, state, and local information privacy and related laws and regulations. Sets, monitors, and enforces security elements within application, infrastructure, and data architectures and development methodologies.

<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Operational knowledge • Problem Solving • Judgment/Decision Making • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Time Management • Business Continuity Planning • Knowledge/technical expertise • Delegation/Negotiation
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Education & Experience

- Bachelor’s degree in Computer Science, Information Systems, or related field required. Master’s preferred.
- Typically requires more than 15 years of experience.
- Broad understanding of information security, information technology auditing compliance and business continuity management.
- Ability to perform security assessments or perform audits of security environment.

Certifications
 Certified Information Security Manager (CISM), Certified Information Systems Auditor (CISA), Project Management Professional (PMP), National Industrial Security Program (NISP), Unix/Linux based systems, Certified Information Systems Security Professional (CISSP), Network certifications in Microsoft, Novell, Symantec or other programs preferred.

Managerial Responsibility:
 Typically has managers and/or directors reporting to this position.

Potential Career Path Opportunities Chief Information Officer

DEVELOPMENTAL PATH: IT/Cyber Security – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Computer Security Specialist	Undergraduate Degree	Systems Knowledge Detail Orientation Active Learning	Customer Focus Integrity Dependability	Teamwork Communication
Computer Fraud Prevention Specialist / Computer Forensics Examiner	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Judgment Problem Solving
IT Security Analyst	Undergraduate Degree	Systems Knowledge Research / Analytics Detail Orientation	Customer Focus Integrity Persistence	Teamwork Communication Judgment Problem Solving
Firewall Administrator	Undergraduate Degree	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence	Communication
IT Security Consultant	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Customer Focus Integrity Creative Thinking Persistence	Vision Communication
IT Security Manager / Supervisor	Undergraduate Degree	Technology Project Management Detail Orientation Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
IT Security Director / IT Risk Director	Undergraduate Degree Masters Degree (optional / preferred)	Technology Project Management	Integrity Dependability Stress Tolerance Persistence Independence	Decision-making Communication Judgment Problem Solving
Top Information Security Officer	Undergraduate Degree Masters Degree (optional / preferred)	Industry and Business Technology	Integrity Dependability Stress Tolerance Persistence	Vision Communication Motivator Decision-making

CAREER POSSIBILITIES: IT/Cyber Security Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(6 mos./2 yrs)	<p>Computer Security Specialist Learn and gain experience in software programs and other systems supported by the organization. Perform troubleshooting tasks and basic security functions such as verify user identity and reset password access to systems.</p>
(2-5 Yrs)	<p>Computer Fraud Prevention Specialist Plans and conducts audits of data processing systems and applications to safeguard assets, ensure accuracy of data, and promote operational efficiency</p>
(2-5 Yrs)	<p>Computer Forensics Examiner Responsible for conducting independent investigations, performing data and systems recovery working with several technology platforms and technologies, and providing guidance on archival/retrieval policies.</p>
(2-5 Yrs)	<p>IT Security Analyst Plan, coordinate, and implement security measures for information systems to protect I.S. assets and to regulate access to computer data files and prevent unauthorized modification, destruction, or disclosure of information. Develops and documents I.T. security standards and procedures. Monitors industry trends and technology improvements and applies to organizational objectives.</p>
(2-5 Yrs)	<p>Firewall Administrator Performs all procedures necessary to ensure the safety of the organization's website and transactions across the Internet including the protection of confidential order information and external business-to-business connections</p>
(5-15 Yrs)	<p>IT Security Consultant Senior-most professional responsible for design, planning, and implementation of security measures to protect information systems assets. Typically does not have management or supervisory responsibilities, but may direct the work and training of others.</p>
(5-10 Yrs)	<p>IT Security Manager and/or Supervisor Responsible for overall security of electronic data, systems, and networks. Designs and administers policies, procedures, standards, guidelines, training, and quality assurance processes, including disaster recovery. Ensures staff is trained properly and protocols are executed efficiently.</p>
(8-15 Yrs)	<p>IT Security Director or/ IT Risk Director Responsible for security in multiple business units and/or technologies with multiple managers as direct reports. Also may be responsible for a specific IT technology, platform, or business unit.</p>
(15+ Yrs)	<p>Top Information Security Officer Senior-most IT security executive in the organization.</p>



Contingency Planning or Business Continuity Planning Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation

<p>Salary Expectations Entry Level – Median – Experienced \$32,072 - \$44,753 - \$53,819</p>

Key Occupation: Emergency Management Specialist

Job Description
 Coordinates disaster response or crisis management activities, provides disaster preparedness training, and prepares emergency plans and procedures for natural wartime, or technological disasters or hostage situations. Keeps informed of activities or changes that could affect the likelihood of an emergency, as well as those that could affect response efforts and details of plan implementation. Prepares plans that outline operating procedures to be used in response to disasters/emergencies. Proposes alteration of emergency response procedures based on regulatory changes, technological changes, or knowledge gained from outcomes of previous emergency situations. Maintains and updates all resource materials associated with emergency preparedness plans. Coordinates disaster response or crisis management activities such as ordering evacuations, opening public shelters, and implementing special needs plans and programs. Develop and maintain liaisons with municipalities, county departments, and similar entities in order to facilitate plan development, response effort coordination, and exchanges of personnel equipment. Prepares emergency situation status reports that describe response and recovery efforts, needs, and preliminary damage assessments. Designs and administers emergency/disaster preparedness training courses that teach people how to effectively respond to major emergencies and disasters..

<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Problem Solving • Attention to Detail • Judgment/Decision Making • Critical Thinking 	<ul style="list-style-type: none"> • Project Management • Risk Analysis • Communication
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Education & Experience

- Incumbents typically have bachelor’s degree in emergency management or related field. May have Master’s Degree.
- Keeps informed of federal, state, and local regulations affecting emergency plans
- Generally requires more four years of practical experience.

Certifications Certified Disaster Recovery Planner or Certified Business Continuity Planner

Managerial Responsibility: Typically none; however, at senior levels, may perform team-lead and training role.

Potential Career Path Opportunities Manager of Emergency Management, Safety Manager, Security Manager

DEVELOPMENTAL PATH: Contingency Planning / Business Continuity– Entry to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Emergency Management Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Resiliency Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Disaster Recovery Planner	Undergraduate Degree in IT	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Continuity Planner	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Manager of Emergency Management / Safety Manager	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence Cooperation	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative Analytical Thinking
Director of Emergency Management / Safety Director	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative

Top Safety Executive	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Customer Focus Integrity Dependability Persistence	Decision-Making Planning Communication Motivator Stress Tolerance Adaptability/Flexibility Initiative
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CAREER POSSIBILITIES: Contingency Planning or Business Continuity Planning

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	<p>Emergency Management Specialist – Career Level Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(2-5 Yrs)	<p>Business Resiliency Specialist Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(4-7 Yrs)	<p>Disaster Recovery Planner Develops, designs, tests and implements plans and procedures to protect and continue Information Systems activities in case of emergencies or disasters. Identifies off-premise locations, storage facilities and resources needed (both systems-related and human resources) for recovery operations. Establishes action plans and priorities. Updates emergency recovery plans and procedures as needed.</p>
(5-10 Yrs)	<p>Business Continuity Planner Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>

(8-10 Yrs)	<p>Manager of Emergency Management / Safety Manager Plans, develops, administers and manages organization safety policies and emergency plans, programs and training. Requires working knowledge of federal and state safety laws and the ability to identify and evaluate hazards. Maintains records on required action plans and experience and prepares appropriate reports. May also be responsible for plant and office physical safety and/or security and supervision of safety personnel.</p>
(10-15 Yrs)	<p>Director of Emergency Management / Safety Director Directs and coordinates activities of an organization's safety and crisis management operations. Ensures crises management plans are developed and communicated. Enforces compliance of operations personnel with policies, procedures, safety rules, and governmental regulations. Directs and coordinates, through subordinate managerial personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for increasing safety. May also have responsibility for security.</p>
(15+ Yrs)	<p>Top Safety Executive Senior-most executive in the organization responsible for company-wide safety programs and policies, crises management and emergency response. Ensures appropriate training programs and compliance procedures are in place. May also have responsibility for security personnel.</p>

Contingency Planning or Business Continuity Planning Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation

<p>Salary Expectations Entry Level – Median – Experienced \$36,400 - \$45,500- \$57,700</p>
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Key Occupation: Business Resiliency Specialist

<p>Job Description Implements preparations and provides analysis for business continuity preparedness, response, and recovery activities and planning measures. Coordinates emergency response activities during a business interruption or disaster. Develops standards for risk mitigation and critical infrastructure protection. Acts as liaison with governmental agencies. Develops contingency plans. Coordinates and documents emergency drills.</p>	
<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Problem Solving • Attention to Detail • Judgment/Decision Making • Critical Thinking 	<ul style="list-style-type: none"> • Project Management • Risk Analysis • Communication
<p>Education & Experience</p> <ul style="list-style-type: none"> • Incumbents typically have bachelor’s degree in emergency management or related field. May have Master’s Degree. • Generally requires more than four years of practical experience. • Experience with networks, firewalls, and personal computers. 	
<p>Certifications Disaster Recovery Planner or Business Continuity Planner</p>	
<p>Managerial Responsibility: Typically none; however, at senior levels, may perform team-lead and training role.</p>	
<p>Potential Career Path Opportunities Business Recovery Specialist, Business Recover Planner.</p>	

DEVELOPMENTAL PATH: Contingency Planning / Business Continuity– Entry to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Emergency Management Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Resiliency Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Disaster Recovery Planner	Undergraduate Degree in IT	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Continuity Planner	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Manager of Emergency Management / Safety Manager	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence Cooperation	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative Analytical Thinking
Director of Emergency Management / Safety Director	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative

Top Safety Executive	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Customer Focus Integrity Dependability Persistence	Decision-Making Planning Communication Motivator Stress Tolerance Adaptability/Flexibility Initiative
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CAREER POSSIBILITIES: Contingency Planning or Business Continuity Planning

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	<p>Emergency Management Specialist – Career Level Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(2-5 Yrs)	<p>Business Resiliency Specialist Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(4-7 Yrs)	<p>Disaster Recovery Planner Develops, designs, tests and implements plans and procedures to protect and continue Information Systems activities in case of emergencies or disasters. Identifies off-premise locations, storage facilities and resources needed (both systems-related and human resources) for recovery operations. Establishes action plans and priorities. Updates emergency recovery plans and procedures as needed.</p>
(5-10 Yrs)	<p>Business Continuity Planner Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(8-10 Yrs)	<p>Manager of Emergency Management / Safety Manager Plans, develops, administers and manages organization safety policies and emergency plans, programs and training. Requires working knowledge of federal and state safety laws and the ability to identify and evaluate hazards. Maintains records on required action plans and experience and prepares appropriate reports. May also be responsible for plant and office physical</p>

	safety and/or security and supervision of safety personnel.
(10-15 Yrs)	<p>Director of Emergency Management / Safety Director Directs and coordinates activities of an organization's safety and crisis management operations. Ensures crises management plans are developed and communicated. Enforces compliance of operations personnel with policies, procedures, safety rules, and governmental regulations. Directs and coordinates, through subordinate managerial personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for increasing safety. May also have responsibility for security.</p>
(15+ Yrs)	<p>Top Safety Executive Senior-most executive in the organization responsible for company-wide safety programs and policies, crises management and emergency response. Ensures appropriate training programs and compliance procedures are in place. May also have responsibility for security personnel.</p>

Contingency Planning or Business Continuity Planning Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation

<p>Salary Expectations Entry Level – Median – Experienced \$61,800 - \$69,800- \$81,300</p>
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Key Occupation: Business Recovery Specialist

<p>Job Description Responsible for the effective security and recovery of organizational data, data systems, and data networks in the event of crisis. Designs policies, standards, guidelines, training programs and quality assurance process for disaster recovery. Implements and facilitates the preparation of an organization wide business resumption plan.</p>	
<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Analytical Skills / Problem Solving • Attention to Detail • Judgment/Decision Making • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Knowledge/technical expertise • Advanced PC/Network skills
<p>Education & Experience</p> <ul style="list-style-type: none"> • Incumbents typically have bachelor’s degree in computer science or related field. • Generally requires five or more years of practical experience. • Experience with networks, firewalls, and personal computers. 	
<p>Certifications Disaster Recovery Planner or Business Continuity Planner; CISM (Certified Information Security Manager); CISSP (Certified Information Systems Security Professional); GIAC (Global Information Assurance Certification); PCIP (Professional in Critical Infrastructure Protection); SSCP (Systems Security Certified Practitioner); Symantec: SPS; STA; SCSE; SCSP</p>	
<p>Managerial Responsibility: Typically none; however, at senior levels, may perform team-lead and training role.</p>	
<p>Potential Career Path Opportunities</p>	

DEVELOPMENTAL PATH: Contingency Planning / Business Continuity– Entry to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Emergency Management Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Resiliency Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Disaster Recovery Planner	Undergraduate Degree in IT	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Continuity Planner	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Manager of Emergency Management / Safety Manager	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence Cooperation	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative Analytical Thinking
Director of Emergency Management / Safety Director	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative
Top Safety Executive	Undergraduate Degree	Federal / State Regulations	Customer Focus	Decision-Making

	in Safety, Occupational Safety, or similar.	Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence	Planning Communication Motivator Stress Tolerance Adaptability/Flexibility Initiative
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CAREER POSSIBILITIES: Contingency Planning or Business Continuity Planning

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	<p>Emergency Management Specialist – Career Level Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(2-5 Yrs)	<p>Business Resiliency Specialist Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(4-7 Yrs)	<p>Disaster Recovery Planner Develops, designs, tests and implements plans and procedures to protect and continue Information Systems activities in case of emergencies or disasters. Identifies off-premise locations, storage facilities and resources needed (both systems-related and human resources) for recovery operations. Establishes action plans and priorities. Updates emergency recovery plans and procedures as needed.</p>
(5-10 Yrs)	<p>Business Continuity Planner Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(8-10 Yrs)	<p>Manager of Emergency Management / Safety Manager Plans, develops, administers and manages organization safety policies and emergency plans, programs and training. Requires working knowledge of federal and state safety laws and the ability to identify and evaluate hazards. Maintains records on required action plans and experience and prepares appropriate reports. May also be responsible for plant and office physical safety and/or security and supervision of safety personnel.</p>

(10-15 Yrs)	<p>Director of Emergency Management / Safety Director</p> <p>Directs and coordinates activities of an organization's safety and crisis management operations. Ensures crises management plans are developed and communicated. Enforces compliance of operations personnel with policies, procedures, safety rules, and governmental regulations. Directs and coordinates, through subordinate managerial personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for increasing safety. May also have responsibility for security.</p>
(15+ Yrs)	<p>Top Safety Executive</p> <p>Senior-most executive in the organization responsible for company-wide safety programs and policies, crises management and emergency response. Ensures appropriate training programs and compliance procedures are in place. May also have responsibility for security personnel.</p>

Contingency Planning or Business Continuity Planning Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation

<p>Salary Expectations Entry Level – Median – Experienced \$59,486 - \$73,225 - \$87,531</p>

Key Occupation: Business Continuity Planner

Job Description
 Assists in the coordination and establishment of disaster recovery programs and business resumption planning across mainframe and client server platforms. Coordinates and monitors simulation testing across all platforms. Aids in investigation, planning, documentation, implementation, and maintenance of disaster recovery plans. Conducts business impact analysis and establishes resource(s) required for the successful resumption of business operations in the event of a disaster. Proactively analyzes environmental and equipment configurations for critical resources, recommending disaster avoidance measures and improved backup capabilities. Assists in establishing disaster recovery testing methodologies. Plans and coordinates the testing of response/recovery support processes. Updates and distributes emergency procedures to reflect changes in all areas. Monitors efficiency of procedures. Ensures that short- and long-term capacity monitoring/planning is conducted in collaboration with development resources and system administrators.

<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Problem Solving • Strong Analytics • Attention to Detail • Judgment/Decision Making • Critical Thinking 	<ul style="list-style-type: none"> • Organizational/Planning • Risk Analysis • Communication
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Education & Experience

- Incumbents typically have bachelor’s degree in Information Technology, Business Development Management or related field. May have Master’s Degree.
- Keeps informed of federal, state, and local regulations affecting emergency plans
- Generally requires more four years of practical experience.

Certifications
 Certified Disaster Recovery Planner or Certified Business Continuity Planner

Managerial Responsibility: Typically none; however, at senior levels, may perform team-lead and training role.

Potential Career Path Opportunities Business Continuity Manager, Contingency Planning Manager

DEVELOPMENTAL PATH: Contingency Planning / Business Continuity– Entry to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Emergency Management Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Resiliency Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Disaster Recovery Planner	Undergraduate Degree in IT	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Continuity Planner	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Manager of Emergency Management / Safety Manager	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence Cooperation	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative Analytical Thinking
Director of Emergency Management / Safety Director	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative

Top Safety Executive	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Customer Focus Integrity Dependability Persistence	Decision-Making Planning Communication Motivator Stress Tolerance Adaptability/Flexibility Initiative
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CAREER POSSIBILITIES: Contingency Planning or Business Continuity Planning

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	<p>Emergency Management Specialist – Career Level Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(2-5 Yrs)	<p>Business Resiliency Specialist Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(4-7 Yrs)	<p>Disaster Recovery Planner Develops, designs, tests and implements plans and procedures to protect and continue Information Systems activities in case of emergencies or disasters. Identifies off-premise locations, storage facilities and resources needed (both systems-related and human resources) for recovery operations. Establishes action plans and priorities. Updates emergency recovery plans and procedures as needed.</p>
(5-10 Yrs)	<p>Business Continuity Planner Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>

(8-10 Yrs)	<p>Manager of Emergency Management / Safety Manager Plans, develops, administers and manages organization safety policies and emergency plans, programs and training. Requires working knowledge of federal and state safety laws and the ability to identify and evaluate hazards. Maintains records on required action plans and experience and prepares appropriate reports. May also be responsible for plant and office physical safety and/or security and supervision of safety personnel.</p>
(10-15 Yrs)	<p>Director of Emergency Management / Safety Director Directs and coordinates activities of an organization's safety and crisis management operations. Ensures crises management plans are developed and communicated. Enforces compliance of operations personnel with policies, procedures, safety rules, and governmental regulations. Directs and coordinates, through subordinate managerial personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for increasing safety. May also have responsibility for security.</p>
(15+ Yrs)	<p>Top Safety Executive Senior-most executive in the organization responsible for company-wide safety programs and policies, crises management and emergency response. Ensures appropriate training programs and compliance procedures are in place. May also have responsibility for security personnel.</p>

Contingency Planning or Business Continuity Planning Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation

<p>Salary Expectations Entry Level – Median – Experienced \$60,800 - \$69,500- \$78,700</p>
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Key Occupation: Manager of Emergency Management

<p>Job Description Plans, develops, administers and manages organization safety policies and emergency plans, programs and training. Requires working knowledge of federal and state safety laws and the ability to identify and evaluate hazards. Maintains records on required action plans and experience and prepares appropriate reports. May also be responsible for plant and office physical safety and/or security and supervision of safety personnel.</p>	
<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Planning / Organization • Attention to Detail • Judgment/Decision Making • Leadership 	<ul style="list-style-type: none"> • Communication • Problem Solving
<p>Education & Experience</p> <ul style="list-style-type: none"> • Incumbents typically have bachelor’s degree in public safety, occupational safety, or similar. • Generally requires more than four years of practical experience. 	
<p>Certifications CEM (Certified Emergency Manager, AEM (Associate Emergency Manager), CDEM (Certificate in Disaster and Emergency Management), CHCM (Certificate in Hazard Control Management), COC (Certificate in OSHA Compliance)</p>	
<p>Managerial Responsibility: Responsible for planning, implementation, directing and training staff.</p>	
<p>Potential Career Path Opportunities Safety Director</p>	

DEVELOPMENTAL PATH: Contingency Planning / Business Continuity– Entry to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Emergency Management Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Resiliency Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Disaster Recovery Planner	Undergraduate Degree in IT	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Continuity Planner	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Manager of Emergency Management / Safety Manager	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence Cooperation	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative Analytical Thinking
Director of Emergency Management / Safety Director	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative

Top Safety Executive	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Customer Focus Integrity Dependability Persistence	Decision-Making Planning Communication Motivator Stress Tolerance Adaptability/Flexibility Initiative
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CAREER POSSIBILITIES: Contingency Planning or Business Continuity Planning

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	<p>Emergency Management Specialist – Career Level Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(2-5 Yrs)	<p>Business Resiliency Specialist Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(4-7 Yrs)	<p>Disaster Recovery Planner Develops, designs, tests and implements plans and procedures to protect and continue Information Systems activities in case of emergencies or disasters. Identifies off-premise locations, storage facilities and resources needed (both systems-related and human resources) for recovery operations. Establishes action plans and priorities. Updates emergency recovery plans and procedures as needed.</p>
(5-10 Yrs)	<p>Business Continuity Planner Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(8-10 Yrs)	<p>Manager of Emergency Management / Safety Manager Plans, develops, administers and manages organization safety policies and emergency plans, programs and training. Requires working knowledge of federal and state safety laws and the ability to identify and evaluate hazards. Maintains records on required action plans and experience and prepares appropriate reports. May also be responsible for plant and office physical</p>

	safety and/or security and supervision of safety personnel.
(10-15 Yrs)	<p>Director of Emergency Management / Safety Director Directs and coordinates activities of an organization's safety and crisis management operations. Ensures crises management plans are developed and communicated. Enforces compliance of operations personnel with policies, procedures, safety rules, and governmental regulations. Directs and coordinates, through subordinate managerial personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for increasing safety. May also have responsibility for security.</p>
(15+ Yrs)	<p>Top Safety Executive Senior-most executive in the organization responsible for company-wide safety programs and policies, crises management and emergency response. Ensures appropriate training programs and compliance procedures are in place. May also have responsibility for security personnel.</p>

Contingency Planning or Business Continuity Planning Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation

Salary Expectations Entry Level – Median – Experienced \$85,500 - \$105,000- \$122,400

Key Occupation: Director, Disaster Management Center / Safety Director

Job Description
 Directs and coordinates activities of an organization's safety and crisis management operations. Ensures crises management plans are developed and communicated. Enforces compliance of operations personnel with policies, procedures, safety rules, and governmental regulations. Directs and coordinates, through subordinate managerial personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for increasing safety. May also have responsibility for security.

Skills/Competencies <ul style="list-style-type: none"> • Analytical Skills / Problem Solving • Attention to Detail • Judgment/Decision Making • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Knowledge/technical expertise • Advanced PC/Network skills
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Education & Experience

- Incumbents typically have bachelor’s degree in public safety, occupational safety, or similar.
- Generally requires more than eight years of practical experience..

Certifications
 CEM (Certified Emergency Manager, AEM (Associate Emergency Manager), CDEM (Certificate in Disaster and Emergency Management), CHCM (Certificate in Hazard Control Management), COC (Certificate in OSHA Compliance)

Managerial Responsibility: Responsible for planning, implementation, directing and training staff.

Potential Career Path Opportunities Top Safety Executive

DEVELOPMENTAL PATH: Contingency Planning / Business Continuity– Entry to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Emergency Management Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Resiliency Specialist	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Disaster Recovery Planner	Undergraduate Degree in IT	Technology Systems Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Business Continuity Planner	Undergraduate Degree in Public Safety, Emergency Management or similar	Project Management Crisis Management Planning	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Manager of Emergency Management / Safety Manager	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence Cooperation	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative Analytical Thinking
Director of Emergency Management / Safety Director	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Integrity Dependability Persistence	Decision-Making Planning Communication Stress Tolerance Adaptability/Flexibility Initiative

Top Safety Executive	Undergraduate Degree in Safety, Occupational Safety, or similar.	Federal / State Regulations Safety Procedures & Planning Crisis Management Attention to Detail	Customer Focus Integrity Dependability Persistence	Decision-Making Planning Communication Motivator Stress Tolerance Adaptability/Flexibility Initiative
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CAREER POSSIBILITIES: Contingency Planning or Business Continuity Planning

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	<p>Emergency Management Specialist – Career Level Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(2-5 Yrs)	<p>Business Resiliency Specialist Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(4-7 Yrs)	<p>Disaster Recovery Planner Develops, designs, tests and implements plans and procedures to protect and continue Information Systems activities in case of emergencies or disasters. Identifies off-premise locations, storage facilities and resources needed (both systems-related and human resources) for recovery operations. Establishes action plans and priorities. Updates emergency recovery plans and procedures as needed.</p>
(5-10 Yrs)	<p>Business Continuity Planner Implements policies and procedures designed to protect the physical and human capital for the organization in the event of disasters, whether natural or criminal. Ensures compliance with federal and state protocol and requirements for coordination of crisis management, documentation, and planning. Coordinates emergency response activities during a business interruption or training. Analyzes business response preparations.</p>
(8-10 Yrs)	<p>Manager of Emergency Management / Safety Manager Plans, develops, administers and manages organization safety policies and emergency plans, programs and training. Requires working knowledge of federal and state safety laws and the ability to identify and evaluate hazards. Maintains records on required action plans and experience and prepares appropriate reports. May also be responsible for plant and office physical</p>

	safety and/or security and supervision of safety personnel.
(10-15 Yrs)	<p>Director of Emergency Management / Safety Director Directs and coordinates activities of an organization's safety and crisis management operations. Ensures crises management plans are developed and communicated. Enforces compliance of operations personnel with policies, procedures, safety rules, and governmental regulations. Directs and coordinates, through subordinate managerial personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for increasing safety. May also have responsibility for security.</p>
(15+ Yrs)	<p>Top Safety Executive Senior-most executive in the organization responsible for company-wide safety programs and policies, crises management and emergency response. Ensures appropriate training programs and compliance procedures are in place. May also have responsibility for security personnel.</p>



Fraud & Forensic Accounting

Fraud & Forensic Accounting Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Information & Communication Svcs
 Life Sciences; Logistics & Transportation

Salary Expectations Entry Level – Median – Experienced \$Entry - \$Median- \$Experienced

Key Occupation: Industrial Espionage Security Specialist

Job Description	
No Data Available.	
Skills/Competencies	
•	•
Education & Experience	
Certifications	
Managerial Responsibility:	
Potential Career Path Opportunities	

DEVELOPMENTAL PATH: Fraud & Forensic Accounting – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES

CAREER POSSIBILITIES: Fraud & Forensic Accounting

TIMEFRAME	Job Content / Responsibilities

Fraud & Forensic Accounting Occupational Cluster (Fraud)

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Information & Communication Svcs
Life Sciences; Logistics & Transportation

Salary Expectations

Entry Level – Median – Experienced
\$46,000 - \$53,800- \$61,200

Key Occupation: Fraud Examiner / Internal Auditor

Job Description

Responsible for investigating internal areas at risk for fraud or fraudulent practices. Audits operational and/or financial/statistical data and records in order to verify accuracy. Audits the activities of various departments for compliance with plans, policies and procedures prescribed by management. Documents at risk areas and recommends corrective action to management. Conducts research/investigates new areas at risk via outside sources (vendors, news) and internal company document. Prepares and submits reports on the results of audits, recommending improvements in policies and procedures.

Skills/Competencies

- Analytical Skills
- Problem Solving
- Attention to Detail
- Operational expertise
- Audit techniques

Education & Experience

- Incumbents typically have bachelor's degree in business, statistics, or accounting.
- Generally requires more than two years of practical experience.

Certifications

Certified Internal Auditor (CIA), FCPA (Forensic Certified Public Accountant), CFC (Certified Forensic Consultant, CFA (Certified Forensic Accountant), CFE (Certified Fraud Examiner)

Managerial Responsibility: Typically none; however, at senior levels, may perform team-lead and training role.

Potential Career Path Opportunities Audit Manager, Audit Director

DEVELOPMENTAL PATH: Fraud & Forensic Accounting – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Internal Auditor	Undergraduate Degree in business, statistics, or accounting	Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Forensic Accounting Manager / Internal Audit Manager	Undergraduate Degree in business, statistics, or accounting	Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Corporate Fraud Director / Audit Director	Undergraduate Degree in business, statistics, or accounting	Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving

CAREER POSSIBILITIES: Fraud & Forensic Accounting

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Internal Auditor Independently responsible for investigating internal areas at risk for fraud or fraudulent practices. Audits operational and/or financial/statistical data and records in order to verify accuracy. Audits the activities of various departments for compliance with plans, policies and procedures prescribed by management.
(5-10 Yrs)	Forensic Accounting Manager / Audit Manager Responsible for the organizations fraud prevention and investigation services. Directs the activities of audit/investigation team accountable to verify the organization is performing as per stated operational policies and procedures.
(15+ Yrs)	Corporate Fraud Director / Audit Director Senior-most Audit executive in the organization. Responsible for organization-wide compliance with operational procedure and policy. May also develop policy. Typically plans, directs, and coordinates investigation activities of a team across multiple segments of the organization and reports to the top financial or top operational executive.

Fraud & Forensic Accounting Occupational Cluster (Fraud)

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Information & Communication Svcs
Life Sciences; Logistics & Transportation

Salary Expectations

Entry Level – Average – Experienced
\$76,300 - \$92,700- \$111,500

Key Occupation: Forensic Accounting Manager / Internal Audit Manager

Job Description

Responsible for the organizations fraud prevention and investigation services. Directs the activities of audit/investigation team accountable to verify the organization is performing as per stated operational policies and procedures as well as within legal boundaries. Reconstructs activities from prior periods to determine accuracy of systems and procedures. Writes and submits reports of results of analyses to management. May only be responsible for segments of the business if reporting to a Audit Director.

Skills/Competencies

- Analytical Skills
- Attention to Detail
- Problem Solving
- Operational expertise
- Audit techniques

Education & Experience

- Incumbents typically have bachelor's degree in business, statistics, or accounting.
- Generally requires more than five years of practical experience.

Certifications

Certified Internal Auditor (CIA), CPA (Certified Public Accountant), FCPA (Forensic Certified Public Accountant), CFC (Certified Forensic Consultant, CFA (Certified Forensic Accountant), CFE (Certified Fraud Examiner)

Managerial Responsibility: Responsible for a team of investigators.

Potential Career Path Opportunities Audit Director

DEVELOPMENTAL PATH: Fraud & Forensic Accounting – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Internal Auditor	Undergraduate Degree in business, statistics, or accounting	Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Forensic Accounting Manager / Internal Audit Manager	Undergraduate Degree in business, statistics, or accounting	Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Corporate Fraud Director / Audit Director	Undergraduate Degree in business, statistics, or accounting	Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving

CAREER POSSIBILITIES: Fraud & Forensic Accounting

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Internal Auditor Independently responsible for investigating internal areas at risk for fraud or fraudulent practices. Audits operational and/or financial/statistical data and records in order to verify accuracy. Audits the activities of various departments for compliance with plans, policies and procedures prescribed by management.
(5-10 Yrs)	Forensic Accounting Manager / Audit Manager Responsible for the organizations fraud prevention and investigation services. Directs the activities of audit/investigation team accountable to verify the organization is performing as per stated operational policies and procedures.
(15+ Yrs)	Corporate Fraud Director / Audit Director Senior-most Audit executive in the organization. Responsible for organization-wide compliance with operational procedure and policy. May also develop policy. Typically plans, directs, and coordinates investigation activities of a team across multiple segments of the organization and reports to the top financial or top operational executive.

Fraud & Forensic Accounting Occupational Cluster (Fraud)

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Information & Communication Svcs
 Life Sciences; Logistics & Transportation

<p>Salary Expectations Entry Level – Median – Experienced \$93,500 - \$117,100- \$148,900</p>
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Key Occupation: Corporate Fraud Director / Audit Director

Job Description
 Senior-most Audit executive in the organization. Responsible for organization-wide compliance with operational procedure and policy. May also develop policy. Typically plans, directs, and coordinates investigation activities of a team across multiple segments of the organization and reports to the top financial or top operational executive.

<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Analytical Skills / Problem Solving • Attention to Detail • Judgment/Decision Making • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Operational knowledge • Audit Techniques
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Education & Experience

- Incumbents typically have bachelor’s degree in business, statistics, or accounting.
- Generally requires more than five years of practical experience.

Certifications
 Certified Internal Auditor (CIA), CPA (Certified Public Accountant), FCPA (Forensic Certified Public Accountant), CFC (Certified Forensic Consultant, CFA (Certified Forensic Accountant), CFE (Certified Fraud Examiner)

Managerial Responsibility: Leadership of corporate function. Typically has multiple manager-level direct reports.

Potential Career Path Opportunities Senior positions in operations, finance, or risk management.

DEVELOPMENTAL PATH: Fraud & Forensic Accounting – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Internal Auditor	Undergraduate Degree in business, statistics, or accounting	Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Forensic Accounting Manager / Audit Manager	Undergraduate Degree in business, statistics, or accounting	Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Corporate Fraud Director / Audit Director	Undergraduate Degree in business, statistics, or accounting	Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving

CAREER POSSIBILITIES: Fraud & Forensic Accounting

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Internal Auditor Independently responsible for investigating internal areas at risk for fraud or fraudulent practices. Audits operational and/or financial/statistical data and records in order to verify accuracy. Audits the activities of various departments for compliance with plans, policies and procedures prescribed by management.
(5-10 Yrs)	Forensic Accounting Manager / Audit Manager Responsible for the organizations fraud prevention and investigation services. Directs the activities of audit/investigation team accountable to verify the organization is performing as per stated operational policies and procedures.
(15+ Yrs)	Corporate Fraud Director / Audit Director Senior-most Audit executive in the organization. Responsible for organization-wide compliance with operational procedure and policy. May also develop policy. Typically plans, directs, and coordinates investigation activities of a team across multiple segments of the organization and reports to the top financial or top operational executive.

Fraud & Forensic Accounting Occupational Cluster (Physical)

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Information & Communication Svcs
Life Sciences; Logistics & Transportation

Salary Expectations

Entry Level – Median – Experienced
\$41,481 - \$49,070 - \$57,946

Key Occupation: Forensic Science Technicians

Job Description

Investigates crimes by collecting, identifying, classifying, and analyzing physical evidence. Performs tests on weapons or substances, such as fiber, hair, and tissue to determine significant to investigation. Applies scientific principles to analysis, identification, and classification of devices, chemical and physical substances, materials, liquids, or other physical evidence related to criminology, law enforcement, or investigative work. May testify as expert witnesses on evidence or crime laboratory techniques.

Skills/Competencies

- Quality Control Analysis
- Critical Thinking
- Problem Solving
- Attention to Detail
- Operational expertise
- Equipment Selection
- Deductive Reasoning

Education & Experience

- Incumbents typically have bachelor's degree in business, science, statistics, or accounting.
- Knowledge of chemical composition, structure, and properties of substances and of the chemical processes.
- Generally requires a minimum of two to four years of practical experience.

Certifications

Certified Internal Auditor (CIA), Certified Fraud Examiner (CFE), CFC (Certified Forensic Consultant)

Managerial Responsibility: Typically none; however, at senior levels, may perform team-lead and training role.

Potential Career Path Opportunities Forensic Manager, Criminal Investigator, Private Detective, Forensic Manager

DEVELOPMENTAL PATH: Fraud & Forensic Accounting – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Forensic Science Technician – Entry Level	Undergraduate Degree in business, science, statistics, or accounting	Problem Sensitivity Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Forensic Science Technician – Career Level	Undergraduate Degree in business, science, statistics, or accounting	Stress Tolerance Problem Sensitivity Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Forensic Science Technician – Senior Level	Undergraduate Degree in business, science, statistics, or accounting	Stress Tolerance Problem Sensitivity Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Motivator Teamwork Communication Organization Judgment Problem Solving
Forensic Manager	Undergraduate Degree in business, science, statistics, or accounting	Stress Tolerance Problem Sensitivity Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving

CAREER POSSIBILITIES: Fraud & Forensic Accounting

TIMEFRAME	Job Content / Responsibilities
(0-2 Yrs)	<p>Forensic Science Technician – Entry Level</p> <p>Under direction investigates crimes by collecting and analyzing physical evidence. Keeps records and prepares reports detailing findings, investigative methods, and laboratory techniques.</p>
(2-5 Yrs)	<p>Forensic Science Technician – Career Level</p> <p>Independently investigates crimes by collecting and analyzing physical evidence. Keeps records and prepares reports detailing findings, investigative methods, and laboratory techniques.</p>
(6+ Yrs)	<p>Forensic Science Technician – Senior Level</p> <p>Investigates crimes by collecting and analyzing physical evidence. Prepares solutions, reagents, and sample formulations needed for laboratory work. May lead or train other technicians.</p>
(5 - 10 Yrs)	<p>Forensic Manager</p> <p>Coordinates the investigation of crimes by collecting and analyzing physical evidence. Consults with lawyers, investigators, and various local, state, and federal agencies for leads in criminal cases. Prepares solutions, reagents, and sample formulations needed for laboratory work. Keeps records and prepares reports detailing findings, investigative methods, and laboratory techniques.</p>

Fraud & Forensic Accounting Occupational Cluster (Physical)

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Information & Communication Svcs
Life Sciences; Logistics & Transportation

Salary Expectations

Entry Level – Median – Experienced
\$49,777- \$58,883 - \$69,535

Key Occupation: Forensic Manager

Job Description

Oversees Forensic Science Technicians day-to-day activities. Performs tests on weapons or substances, such as fiber, hair, and tissue to determine significant to investigation. Applies scientific principles to analysis, identification, and classification of devices, chemical and physical substances, materials, liquids, or other physical evidence related to criminology, law enforcement, or investigative work. May testify as expert witnesses on evidence or crime laboratory techniques. Evaluates current operations, recommends, and establishes cost effective/efficient laboratory procedures. Develops procedure manual, coursework, and trains forensic technicians.

Skills/Competencies

- Quality Control Analysis
- Critical Thinking
- Problem Solving
- Attention to Detail
- Operational expertise
- Equipment Selection
- Deductive Reasoning

Education & Experience

- Incumbents typically have bachelor's degree in business, science, statistics, or accounting.
- Knowledge of chemical composition, structure, and properties of substances and of the chemical processes.
- Generally requires a minimum of five to ten years of practical experience.

Certifications

CFC (Certified Forensic Consultant, CFE (Certified Fraud Examiner)

Managerial Responsibility: Typically has forensic technicians reporting to this position.

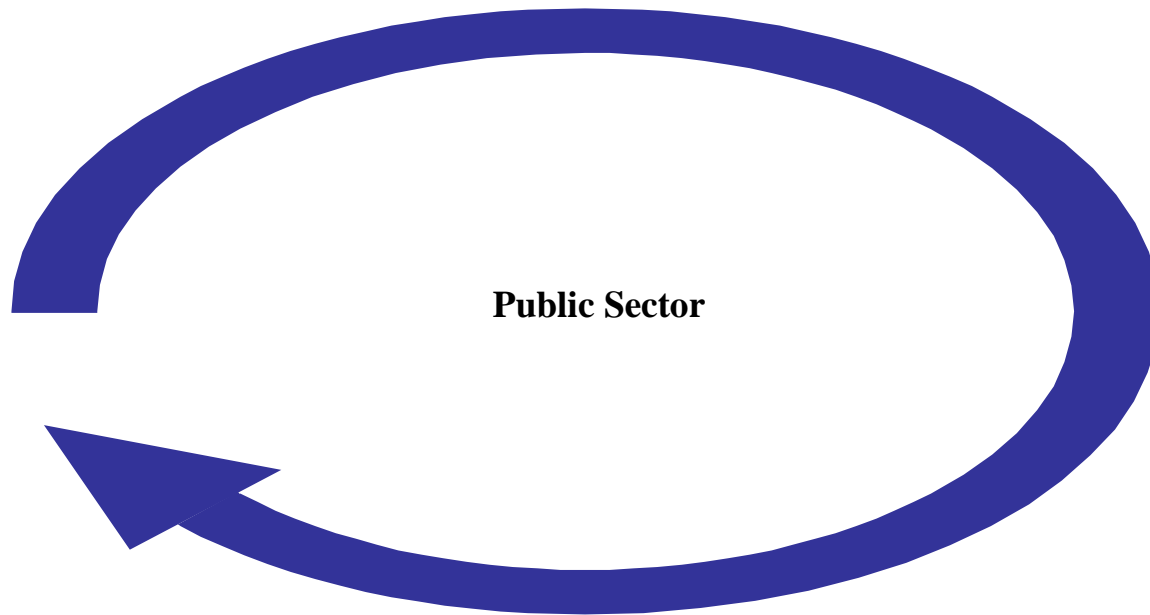
Potential Career Path Opportunities

DEVELOPMENTAL PATH: Fraud & Forensic Accounting – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Forensic Science Technician – Entry Level	Undergraduate Degree in business, science, statistics, or accounting	Problem Sensitivity Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Forensic Science Technician – Career Level	Undergraduate Degree in business, science, statistics, or accounting	Stress Tolerance Problem Sensitivity Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving
Forensic Science Technician – Senior Level	Undergraduate Degree in business, science, statistics, or accounting	Stress Tolerance Problem Sensitivity Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Motivator Teamwork Communication Organization Judgment Problem Solving
Forensic Manager	Undergraduate Degree in business, science, statistics, or accounting	Stress Tolerance Problem Sensitivity Statistics Operational Knowledge Research / Analytics	Integrity Dependability Persistence Independence	Teamwork Communication Organization Judgment Problem Solving

CAREER POSSIBILITIES: Fraud & Forensic Accounting

TIMEFRAME	Job Content / Responsibilities
(0-2 Yrs)	<p>Forensic Science Technician – Entry Level</p> <p>Under direction investigates crimes by collecting and analyzing physical evidence. Keeps records and prepares reports detailing findings, investigative methods, and laboratory techniques.</p>
(2-5 Yrs)	<p>Forensic Science Technician – Career Level</p> <p>Independently investigates crimes by collecting and analyzing physical evidence. Keeps records and prepares reports detailing findings, investigative methods, and laboratory techniques.</p>
(6+ Yrs)	<p>Forensic Science Technician – Senior Level</p> <p>Investigates crimes by collecting and analyzing physical evidence. Prepares solutions, reagents, and sample formulations needed for laboratory work. May lead or train other technicians.</p>
(5 - 10 Yrs)	<p>Forensic Manager</p> <p>Coordinates the investigation of crimes by collecting and analyzing physical evidence. Consults with lawyers, investigators, and various local, state, and federal agencies for leads in criminal cases. Prepares solutions, reagents, and sample formulations needed for laboratory work. Keeps records and prepares reports detailing findings, investigative methods, and laboratory techniques.</p>



Physical Security & Investigation Occupational Cluster (Enforcement)

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Education; Information &
Communication Svcs; Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations

Entry Level – Median – Experienced
\$48,636 - \$55,258 - \$65,658

Key Occupation: Criminal Investigator

Job Description

Obtains and verifies evidence by observing suspects and witnesses, or by analyzing records. Records evidence and documents, using equipment such as cameras and photocopy machines. Examines records in order to locate links in chains of evidence or information. Prepares reports that detail investigation findings. Collaborates with other offices and agencies in order to exchange information and coordinate activities. Determines scope, timing, and direction of investigations. Analyzes evidence in laboratories, or in the field. Investigates organized crime, public corruption, financial crime, copyright infringement, civil rights violations, bank robbery, extortion, kidnapping, and other violations of federal or state statutes. Identifies case issues and evidence needed, based on analysis of charges, complaints, or allegations of law violations.

Skills/Competencies

- Complex Problem Solving
- Attention to Detail and Accuracy
- Judgment and Decision Making
- Verbal and Communication Skills
- Organizational Skills
- Coordination
- Social Perceptiveness

Education & Experience

- Bachelor's degree in criminology or related field preferred, plus two to four years experience.
- Extensive knowledge of security operations, policies, and procedures.
- In-depth knowledge of criminal and civil laws, as well as company policies and procedures.
- Basic computer skills, i.e., word processing, spreadsheets and menu-driven software.
- Knowledge of tools used in occupation, e.g., Handcuffs, handguns, police vehicles, surveillance video or audio recorders.

Certifications

Valid driver's license required. Peace Officer Standards and Training (POST), Certified Protection Professional (CPP), Professional Certified Investigator (PCI), Physical Security Professional (PSP), Certified Protection Officer (CPO), Certified Crime Prevention Specialist (CCPS) designations preferred.

Managerial Responsibility: None.

Potential Career Path Opportunities Chief of Criminal Investigations, Deputy Inspector General of Criminal Investigations, Inspector General

DEVELOPMENTAL PATH: Physical Security & Investigation – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Criminal Investigator	Bachelor's degree in criminology	Investigation Inductive Reasoning Oral Comprehension Deductive Reasoning	Integrity Dependability Self Control	Communication Problem Sensitivity Critical Thinking
Lieutenant	Bachelor's Degree in Police Science, Criminal Justice or related field.	Problem Solving Ability to give direction Qualified Firearm	Discipline Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Manager of Police and Detectives	Bachelor's Degree criminal justice, police science, public administration or business administration, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Stress Tolerance
Chief of Police	Bachelor's Degree in Police Science, Criminal Justice or related field.	Complex Problem Solving Ability to give direction Qualified Firearm	Discipline Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Director of Emergency Management / Public Safety	Masters Degree in Emergency Management, Public Health, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Public Sensitivity Stress Tolerance

CAREER POSSIBILITIES: Physical Security & Investigation Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(1-14 Yrs)	<p>Police Officer Performs a variety of duties in the enforcement of laws, the protection of persons and property, & crime prevention.</p>
(4-10 Yrs)	<p>Police Detective In-depth knowledge of investigative procedures and practices.</p>
(15 + Yrs)	<p>Master Patrol Officer Typically only available to officers with 15 years of service.</p>
(4+ Yrs)	<p>Sergeant First line supervisor. Typically responsible for 5-10 officers as well as patrol duties.</p>
(5 - 7 Yrs)	<p>Lieutenant In the absence of the Police Chief, will assume the duties and responsibilities of the Chief. Required to carry a firearm. Gives oversight and guidance to all security department members in consultation of the Chief.</p>
(8 -12 Yrs)	<p>Manager of Police and Detectives Responsible for the supervision and coordination of activities of police force members. Offers guidance and expertise to investigators, and ensures procedures are conducted in accordance with laws and regulations. Trains staff in proper police work procedures. Monitors and evaluates the job performance of subordinates. Authorizes promotions and transfers.</p>
N/A	<p>Commander Responsible for all activity in the district, including community relations.</p>
N/A	<p>Deputy Chief Responsible for day-to-day operations and assumes duties of the Chief in her absence.</p>
(15+ Yrs)	<p>Chief Directs and provides support, investigative and specialist police services. Gives oversight and guidance to all security department members. Directly supervises all personnel, e.g., Lieutenant, police officers, security guards, traffic monitors, garage guards, escort drivers, investigators, Sergeant, Captain, Major, Lieutenant Colonel, Assistant Chief of Police</p>
N/A	<p>Public Safety Director / Emergency Management Director Prepare plans that outline operating procedures to be used in response to disasters/emergencies such as hurricanes, nuclear accidents, and terrorist attacks, and in recovery from these events. Propose alteration of emergency response procedures based on regulatory changes, technological changes, or knowledge gained from outcomes of previous emergency situations.</p>

Public Sector Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$55,656 - \$63,956 - \$77,471
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Key Occupation: Police Detective

Job Description
 Conducts investigations to prevent crimes or solve criminal cases. Examines crime scenes to obtain clues and evidence,. Secures deceased body and obtains evidence from it, preventing bystanders from tampering with it prior to medical examiner’s arrival. Provides testimony as a witness in court. Analyzes completed police reports to determine what additional information and investigative work is needed. Prepares charges, information for court cases, according to formalized procedures. Notes, marks, and photographs location of objects found. Obtains facts or statements from complainants, witnesses, and accused persons.

Skills/Competencies <ul style="list-style-type: none"> • Complex Problem Solving • Attention to Detail and Accuracy • Judgment and Decision Making • Verbal and Communication Skills 	<ul style="list-style-type: none"> • Persuasion • Active Listening • Deductive Reasoning • Critical Thinking
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Education & Experience

- Bachelor’s degree in criminology or related field preferred, plus two to five years experience.
- In-depth knowledge of criminal and civil laws, as well as policies and procedures.
- Basic computer skills, i.e., word processing, spreadsheets and menu-driven software.
- Knowledge of tools used in occupation, e.g surveillance video or audio recorders, biological evidence collection kits, handcuffs, handguns, polygraphs.

Certifications
 Valid driver’s license required. Certification to carry a weapon: PERC (Permanent Employee Registration Card issued by the Dept of Professional Regulation); FOID (Firearm Owner’s Identification card issued by the State Police); and a TAN card (issued by the Dept of Professional Regulation). Certified Protection Professional (CPP), Professional Certified Investigator (PCI), Physical Security Professional (PSP), Certified Protection Officer (CPO), Certified Crime Prevention Specialist (CCPS, Certified Legal Investigator (CLI), Professional Certified Investigator (PCI), Certified Crime Prevention Specialist (CCPS) designations preferred.

Managerial Responsibility: None.

Potential Career Path Opportunities Manager/Supervisor of Police Detectives

DEVELOPMENTAL PATH: Public Sector – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Police Officer	High School Diploma Certification	Problem Solving Understand directions Qualified Firearm	Discipline Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Police Detective	Bachelor's degree in criminology	Investigation Inductive Reasoning Oral Comprehension Deductive Reasoning Stress Tolerance	Integrity Dependability Self Control	Communication Problem Sensitivity Critical Thinking
Lieutenant	Bachelor's Degree in Police Science, Criminal Justice or related field.	Problem Solving Ability to give direction Qualified Firearm	Discipline Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Manager of Police and Detectives	Bachelor's Degree criminal justice, police science, public administration or business administration, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Stress Tolerance
Chief of Police	Bachelor's Degree in Police Science, Criminal Justice or related field.	Complex Problem Solving Ability to give direction Qualified Firearm	Discipline Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Director of Emergency Management / Public Safety	Masters Degree in Emergency Management, Public Health, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Public Sensitivity Stress Tolerance

CAREER POSSIBILITIES: Physical Security & Investigation Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(1-14 Yrs)	<p>Police Officer Performs a variety of duties in the enforcement of laws, the protection of persons and property, & crime prevention.</p>
(4-10 Yrs)	<p>Police Detective In-depth knowledge of investigative procedures and practices.</p>
(15 + Yrs)	<p>Master Patrol Officer Typically only available to officers with 15 years of service.</p>
(4+ Yrs)	<p>Sergeant First line supervisor. Typically responsible for 5-10 officers as well as patrol duties.</p>
(5 - 7 Yrs)	<p>Lieutenant In the absence of the Police Chief, will assume the duties and responsibilities of the Chief. Required to carry a firearm. Gives oversight and guidance to all security department members in consultation of the Chief.</p>
(8 -12 Yrs)	<p>Manager of Police and Detectives Responsible for the supervision and coordination of activities of police force members. Offers guidance and expertise to investigators, and ensures procedures are conducted in accordance with laws and regulations. Trains staff in proper police work procedures. Monitors and evaluates the job performance of subordinates. Authorizes promotions and transfers.</p>
N/A	<p>Commander Responsible for all activity in the district, including community relations.</p>
N/A	<p>Deputy Chief Responsible for day-to-day operations and assumes duties of the Chief in her absence.</p>
(15+ Yrs)	<p>Chief Directs and provides support, investigative and specialist police services. Gives oversight and guidance to all security department members. Directly supervises all personnel, e.g., Lieutenant, police officers, security guards, traffic monitors, garage guards, escort drivers, investigators, Sergeant, Captain, Major, Lieutenant Colonel, Assistant Chief of Police</p>
N/A	<p>Public Safety Director / Emergency Management Director Prepare plans that outline operating procedures to be used in response to disasters/emergencies such as hurricanes, nuclear accidents, and terrorist attacks, and in recovery from these events. Propose alteration of emergency response procedures based on regulatory changes, technological changes, or knowledge gained from outcomes of previous emergency situations.</p>

Public Sector Occupational Cluster (Enforcement)

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations

Entry Level – Average – Experienced
\$66,936 - \$79,682 - \$89,147

Key Occupation: Manager of Police & Detectives

Job Description

Responsible for the planning, organizing, coordinating, and directing the operations of the department including enforcement of policies and procedures. Prepares the departmental budget and controls expenditures of funds; establishes appropriate service and staffing levels. Regulates parking and traffic controls, develops and directs public relations programs, formulates and prescribes work methods and procedures to be followed by the department, appraises work conditions and takes necessary actions to improve security operations. Cooperates with Federal, State, and local authorities in the apprehension and detention of wanted persons; interprets and disseminates information pertaining to security enforcement and crime prevention activities. Prepares articles, speeches, reports, manuals, bulletins, and reviews public safety services and facilities.

Skills/Competencies

- Attention to Detail
- Judgment/Decision Making
- Active Listening
- Instructing
- Communication
- Critical Thinking
- Decision Making
- Reasoning

Education & Experience

- A Bachelor's degree in criminal justice, police science, public administration or business administration-related discipline plus 5-10 years of additional, directly related work. Master's preferred.
- 5 years management leadership experience preferred.

Certifications

Valid driver's license required. Certification to carry a weapon: PERC (Permanent Employee Registration Card issued by the Dept of Professional Regulation); FOID (Firearm Owner's Identification card issued by the State Police); and a TAN card (issued by the Dept of Professional Regulation). Certified Protection Professional (CPP), Professional Certified Investigator (PCI), Physical Security Professional (PSP), Certified Protection Officer (CPO), Certified Crime Prevention Specialist (CCPS) designations preferred.

Managerial Responsibility: Typically has full responsibility for incumbents in all positions below this level.

Potential Career Path Opportunities

DEVELOPMENTAL PATH: Public Sector – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Police Officer	High School Diploma Certification	Problem Solving Understand directions Qualified Firearm	Discipline Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Police Detective	Bachelor's degree in criminology	Investigation Inductive Reasoning Oral Comprehension Deductive Reasoning Stress Tolerance	Integrity Dependability Self Control	Communication Problem Sensitivity Critical Thinking
Lieutenant	Bachelor's Degree in Police Science, Criminal Justice or related field.	Problem Solving Ability to give direction Qualified Firearm	Discipline Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Manager of Police and Detectives	Bachelor's Degree criminal justice, police science, public administration or business administration, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Stress Tolerance
Chief of Police	Bachelor's Degree in Police Science, Criminal Justice or related field.	Complex Problem Solving Ability to give direction Qualified Firearm	Discipline Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Director of Emergency Management / Public Safety	Masters Degree in Emergency Management, Public Health, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Public Sensitivity Stress Tolerance

CAREER POSSIBILITIES: Physical Security & Investigation Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(1-14 Yrs)	<p>Police Officer Performs a variety of duties in the enforcement of laws, the protection of persons and property, & crime prevention.</p>
(4-10 Yrs)	<p>Police Detective In-depth knowledge of investigative procedures and practices.</p>
(15 + Yrs)	<p>Master Patrol Officer Typically only available to officers with 15 years of service.</p>
(4+ Yrs)	<p>Sergeant First line supervisor. Typically responsible for 5-10 officers as well as patrol duties.</p>
(5 - 7 Yrs)	<p>Lieutenant In the absence of the Police Chief, will assume the duties and responsibilities of the Chief. Required to carry a firearm. Gives oversight and guidance to all security department members in consultation of the Chief.</p>
(8 -12 Yrs)	<p>Manager of Police and Detectives Responsible for the supervision and coordination of activities of police force members. Offers guidance and expertise to investigators, and ensures procedures are conducted in accordance with laws and regulations. Trains staff in proper police work procedures. Monitors and evaluates the job performance of subordinates. Authorizes promotions and transfers.</p>
N/A	<p>Commander Responsible for all activity in the district, including community relations.</p>
N/A	<p>Deputy Chief Responsible for day-to-day operations and assumes duties of the Chief in her absence.</p>
(15+ Yrs)	<p>Chief Directs and provides support, investigative and specialist police services. Gives oversight and guidance to all security department members. Directly supervises all personnel, e.g., Lieutenant, police officers, security guards, traffic monitors, garage guards, escort drivers, investigators, Sergeant, Captain, Major, Lieutenant Colonel, Assistant Chief of Police</p>
N/A	<p>Public Safety Director / Emergency Management Director Prepare plans that outline operating procedures to be used in response to disasters/emergencies such as hurricanes, nuclear accidents, and terrorist attacks, and in recovery from these events. Propose alteration of emergency response procedures based on regulatory changes, technological changes, or knowledge gained from outcomes of previous emergency situations.</p>

Public Sector Occupational Cluster (Enforcement)

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$80,000 - \$95,000- \$100,500
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Key Occupation: Chief of Police

Job Description
 The Chief is the general manager of all police operations within the Department. Primarily responsible for establishing and implementing policies, managing finances, coordinating use of all resources. Directly responsible for senior leadership and direction of all officers, for compliance and interpretation of federal and state laws, as well as policy and procedures including emergency and/or evacuation plans. Also responsible for administrative support, investigative and specialist services and for the direct supervision of contracted security personnel. Oversees procedural training, including proper radio usage, as well as professional development for department personnel. Examines/reviews police reports for completeness and conformity. Ensures that all legal requirements and departmental procedures are strictly followed for the care, handling, and transportation of prisoners. Develops and improves crime prevention, awareness, and protection services/programs for the department and community. Ensures that personnel records, reports, approvals, filings, schedules, written orders, etc. are maintained as required. Ensures that all department motor vehicles and equipment are properly inspected, maintained as used, in accordance with departmental procedures.

Skills/Competencies <ul style="list-style-type: none"> • Attention to Detail • Communication • Crisis Management 	<ul style="list-style-type: none"> • Strong commitment to community • Morale • Critical Thinking / Troubleshooting • Judgment/Decision Making
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Education & Experience

- A minimum of a Bachelor's Degree in Police Science, Criminal Justice or related field.
- A minimum of seven years of progressive supervisory and command level experience in a police agency and achievement of the rank of Lieutenant or above.
- Prior training in firearms and recent (within the past 12 months) qualification certification.
- Experience in managing the daily patrol, investigative, support services, resources and operating budget of a municipal police department.

Certifications: Attendance at police command level schooling is preferred, or three to five years of command and MPOETC training or equivalent. Valid driver's license; Act 120 certification; 501 Commission; Firearms

Managerial Responsibility: Ability to supervise, motivate and lead people.

Potential Career Path Opportunities Director Public Safety

DEVELOPMENTAL PATH: Public Sector – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Police Officer	High School Diploma Certification	Problem Solving Understand directions Qualified Firearm	Discipline Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Police Detective	Bachelor's degree in criminology	Investigation Inductive Reasoning Oral Comprehension Deductive Reasoning Stress Tolerance	Integrity Dependability Self Control	Communication Problem Sensitivity Critical Thinking
Lieutenant	Bachelor's Degree in Police Science, Criminal Justice or related field.	Problem Solving Ability to give direction Qualified Firearm	Discipline Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Manager of Police and Detectives	Bachelor's Degree criminal justice, police science, public administration or business administration, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Stress Tolerance
Chief of Police	Bachelor's Degree in Police Science, Criminal Justice or related field.	Complex Problem Solving Ability to give direction Qualified Firearm	Discipline Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Director of Emergency Management / Public Safety	Masters Degree in Emergency Management, Public Health, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Public Sensitivity Stress Tolerance

CAREER POSSIBILITIES: Physical Security & Investigation Occupational Cluster

TIMEFRAME	Job Content / Responsibilities
(1-14 Yrs)	<p>Police Officer Performs a variety of duties in the enforcement of laws, the protection of persons and property, & crime prevention.</p>
(4-10 Yrs)	<p>Police Detective In-depth knowledge of investigative procedures and practices.</p>
(15 + Yrs)	<p>Master Patrol Officer Typically only available to officers with 15 years of service.</p>
(4+ Yrs)	<p>Sergeant First line supervisor. Typically responsible for 5-10 officers as well as patrol duties.</p>
(5 - 7 Yrs)	<p>Lieutenant In the absence of the Police Chief, will assume the duties and responsibilities of the Chief. Required to carry a firearm. Gives oversight and guidance to all security department members in consultation of the Chief.</p>
(8 -12 Yrs)	<p>Manager of Police and Detectives Responsible for the supervision and coordination of activities of police force members. Offers guidance and expertise to investigators, and ensures procedures are conducted in accordance with laws and regulations. Trains staff in proper police work procedures. Monitors and evaluates the job performance of subordinates. Authorizes promotions and transfers.</p>
N/A	<p>Commander Responsible for all activity in the district, including community relations.</p>
N/A	<p>Deputy Chief Responsible for day-to-day operations and assumes duties of the Chief in her absence.</p>
(15+ Yrs)	<p>Chief Directs and provides support, investigative and specialist police services. Gives oversight and guidance to all security department members. Directly supervises all personnel, e.g., Lieutenant, police officers, security guards, traffic monitors, garage guards, escort drivers, investigators, Sergeant, Captain, Major, Lieutenant Colonel, Assistant Chief of Police</p>
N/A	<p>Public Safety Director / Emergency Management Director Prepare plans that outline operating procedures to be used in response to disasters/emergencies such as hurricanes, nuclear accidents, and terrorist attacks, and in recovery from these events. Propose alteration of emergency response procedures based on regulatory changes, technological changes, or knowledge gained from outcomes of previous emergency situations.</p>

Public Sector Occupational Cluster (Fire / Hazmat)

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations

Entry Level – Average – Experienced
\$32,500 - \$35,700- \$38,700

Key Occupation: Professional EMT

Job Description

Typically considered first-responder to life-threatening situations. Administers basic and advanced life support to individuals in a pre-hospital setting. Assess nature and extent of illness or injury in order to prioritize medical procedures prior to physician review. Transports sick and injured persons to treatment centers.

Skills/Competencies

- Attention to Detail
- Judgment/Decision Making
- Critical Thinking / Troubleshooting
- Emergency medical technical expertise

Education & Experience

- Incumbents typically have high school diploma.
- Generally requires more than two years of practical experience.
- Experience with networks, firewalls, and personal computers.

Certifications

State Certification (FR-First Responder, EMT-Emergency Medical Technician, PHRN-Pre-hospital Registered Nurse, EMT Paramedic, Basic Rescue Practices Tech, Basic Vehicle rescue Tech, Special Vehicle Rescue Tech); Advanced Cardiac Life Support certificate; Valid drivers license.

Managerial Responsibility: Typically none; however, at senior levels, may perform team-lead and training role.

Potential Career Path Opportunities EMT Paramedic, Fire Fighter

DEVELOPMENTAL PATH: Public Sector – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
EMT Paramedic	HS Diploma Medical Certification	Emergency Vehicle Control Emergency Medical Equip Emergency Medical Treat	Customer Focus Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Forest Fire Fighter	High School Diploma Certification	Emergency Medical Fire Fighting Crisis Management Static Strength	Dependability Customer Focus Teamwork Critical Thinking	Communication Coordination Spatial Orientation
Fire Fighter	High School Diploma Certification	Emergency Medical Fire Fighting Crisis Management Static Strength	Customer Focus Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Hazardous Materials Removal Worker	Specialized training and certification in hazardous materials handling	Arm-Hand Steadiness Multi-limb Coordination Oral Comprehension Deductive Reasoning	Dependability Self Control Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Fire Fighter Supervisor	High School Diploma Certification	Technology Systems Knowledge Crisis Management Static Strength	Customer Focus Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Fire Chief	High School Diploma	Technology Systems Knowledge Crisis Management Static Strength	Customer Focus Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Director of Emergency Management	Masters Degree in Emergency Management, Public Health, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Public Sensitivity Stress Tolerance

CAREER POSSIBILITIES: Public Sector

TIMEFRAME	Job Content / Responsibilities
(1-3 Yrs)	<p>EMT</p> <p>Typically considered first-responder to life-threatening situations. Administers basic and advanced life support to individuals in a pre-hospital setting. Assess nature and extent of illness or injury in order to prioritize medical procedures prior to physician review. Transports sick and injured persons to treatment centers.</p>
(3+ Yrs)	<p>EMT Paramedic – with certification</p> <p>Typically considered first-responder to life-threatening situations. Administers basic and advanced life support to individuals in a pre-hospital setting. Assess nature and extent of illness or injury in order to prioritize medical procedures prior to physician review. Transports sick and injured persons to treatment centers.</p>
(0 – 5 Yrs)	<p>Forest Fire Fighter</p> <p>Considered to be a first responder position. Responsible for the identification, controlling, and extinguishing of fires and respond to emergency situations where life, property or environment is at risk.</p>
(0-5 Yrs)	<p>Fire Fighter</p> <p>Considered to be a first responder position. Responsible for the identification, controlling, and extinguishing of fires and respond to emergency situations where life, property or environment is at risk.</p>
(2-5 Yrs)	<p>Hazardous Materials Removal Worker – Career Level</p> <p>In-depth knowledge of Hazmat Materials procedures and practices.</p>
(5-10 Yrs)	<p>Fire Fighter Supervisor (TBD)</p> <p>.Leads small teams of fire fighters on-site.</p>
(10-15 Yrs)	<p>Fire Chief</p> <p>Responsible for the leadership of the entire fire department.</p>
(15+ Yrs)	<p>Director of Emergency Management</p> <p>Prepare plans that outline operating procedures to be used in response to disasters/emergencies such as hurricanes, nuclear accidents, and terrorist attacks, and in recovery from these events. Propose alteration of emergency response procedures based on regulatory changes, technological changes, or knowledge gained from outcomes of previous emergency situations.</p>

Public Sector Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation; Lumber Wood and Paper

<p>Salary Expectations Entry Level – Median – Experienced \$36,120 - \$47,824 - \$58,394</p>

Key Occupation: Forest Fire Fighter

Job Description
 Controls and suppresses fires in forests or vacant public land/ Maintains contact with fire dispatchers at all times to notify them of the need for additional firefighters and supplies, or to detail any difficulties encountered. Rescues fire victims, and administers emergency medical aid. Patrol burned areas after fires to locate and eliminate hot spots that may restart fires. Extinguish flames and embers to suppress fires, using shovels, engine-or hand-driven water, and/or chemical pumps. Maintains knowledge of current firefighting practices by participating in drills and by attending seminars, conventions, and conferences. Operates pumps connected to high-pressure hoses. Participates in physical training to maintain high levels of physical fitness. Establishes water supplies, connects hoses, and directs water onto fires.

<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Attention to Detail • Communication • Crisis Management • Judgment/Decision Making • Critical Thinking / Problem Solving 	<ul style="list-style-type: none"> • Emergency Medical procedures • Fire Fighting techniques and equipment • Equipment maintenance
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Education & Experience

- Incumbents typically have high school diploma and fire fighting training.
- Experience using tools such as terrain vehicles tracked, fire hoses, nozzles, fire pump sets, fire suppression hand tools, lighters, and some Microsoft technology.
- Knowledge of public safety and security, law and government.

Certifications
 Forest Fire Fighter I; Forest Fire Fighter II; Forest Fire Chief I;

Managerial Responsibility: Typically none; however, may perform lead and training role.

Potential Career Path Opportunities TBD

DEVELOPMENTAL PATH: Public Sector – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
EMT Paramedic	HS Diploma Medical Certification	Emergency Vehicle Control Emergency Medical Equip Emergency Medical Treat	Customer Focus Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Forest Fire Fighter	High School Diploma Certification	Emergency Medical Fire Fighting Crisis Management Static Strength	Dependability Customer Focus Teamwork Critical Thinking	Communication Coordination Spatial Orientation
Fire Fighter	High School Diploma Certification	Emergency Medical Fire Fighting Crisis Management Static Strength	Customer Focus Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Hazardous Materials Removal Worker	Specialized training and certification in hazardous materials handling	Arm-Hand Steadiness Multi-limb Coordination Oral Comprehension Deductive Reasoning	Dependability Self Control Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Fire Fighter Supervisor	High School Diploma Certification	Technology Systems Knowledge Crisis Management Static Strength	Customer Focus Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Fire Chief	High School Diploma	Technology Systems Knowledge Crisis Management Static Strength	Customer Focus Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Director of Emergency Management / Public Safety	Masters Degree in Emergency Management, Public Health, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Public Sensitivity Stress Tolerance

CAREER POSSIBILITIES: Public Sector

TIMEFRAME	Job Content / Responsibilities
(1-3 Yrs)	<p>EMT Typically considered first-responder to life-threatening situations. Administers basic and advanced life support to individuals in a pre-hospital setting. Assess nature and extent of illness or injury in order to prioritize medical procedures prior to physician review. Transports sick and injured persons to treatment centers.</p>
(3+ Yrs)	<p>EMT Paramedic – with certification Typically considered first-responder to life-threatening situations. Administers basic and advanced life support to individuals in a pre-hospital setting. Assess nature and extent of illness or injury in order to prioritize medical procedures prior to physician review. Transports sick and injured persons to treatment centers.</p>
(0 – 5 Yrs)	<p>Forest Fire Fighter Considered to be a first responder position. Responsible for the identification, controlling, and extinguishing of fires and respond to emergency situations where life, property or environment is at risk.</p>
(0-5 Yrs)	<p>Fire Fighter Considered to be a first responder position. Responsible for the identification, controlling, and extinguishing of fires and respond to emergency situations where life, property or environment is at risk.</p>
(2-5 Yrs)	<p>Hazardous Materials Removal Worker – Career Level In-depth knowledge of Hazmat Materials procedures and practices.</p>
(5-10 Yrs)	<p>Fire Fighter Supervisor (TBD) .Leads small teams of fire fighters on-site.</p>
(10-15 Yrs)	<p>Fire Chief Responsible for the leadership of the entire fire department.</p>
(15+ Yrs)	<p>Director of Emergency Management Prepare plans that outline operating procedures to be used in response to disasters/emergencies such as hurricanes, nuclear accidents, and terrorist attacks, and in recovery from these events. Propose alteration of emergency response procedures based on regulatory changes, technological changes, or knowledge gained from outcomes of previous emergency situations.</p>

Public Sector Occupational Cluster (Fire / Hazmat)

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation; Lumber Wood and Paper

<p>Salary Expectations Entry Level – Median – Experienced \$37,900 - \$49,700- \$58,100</p>
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Key Occupation: Professional Fire Fighter

Job Description
 Considered to be a first responder position. Responsible for the identification, controlling, and extinguishing of fires and respond to emergency situations where life, property or environment is at risk. Duties may include operating fire fighting vehicles, rescuing victims from burning buildings and accident sites and searching burning buildings to locate fire victims. May also respond to fire alarms and other calls for assistance, such as automobile and industrial accidents.

<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Attention to Detail • Communication • Crisis Management • Judgment/Decision Making • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Emergency Medical procedures • Fire Fighting techniques and equipment
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Education & Experience

- Incumbents typically have high school diploma and fire fighting training.

Certifications
 Fire Fighter I; Fire Fighter II; Fire Chief I;

Managerial Responsibility: Typically none; however, may perform lead and training role.

Potential Career Path Opportunities Hazmat Removal Worker, Fire Fighter Supervisor, Fire Chief

DEVELOPMENTAL PATH: Public Sector – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
EMT Paramedic	HS Diploma Medical Certification	Emergency Vehicle Control Emergency Medical Equip Emergency Medical Treat	Customer Focus Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Forest Fire Fighter	High School Diploma Certification	Emergency Medical Fire Fighting Crisis Management Static Strength	Dependability Customer Focus Teamwork Critical Thinking	Communication Coordination Spatial Orientation
Fire Fighter	High School Diploma Certification	Emergency Medical Fire Fighting Crisis Management Static Strength	Customer Focus Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Hazardous Materials Removal Worker	Specialized training and certification in hazardous materials handling	Arm-Hand Steadiness Multi-limb Coordination Oral Comprehension Deductive Reasoning	Dependability Self Control Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Fire Fighter Supervisor	High School Diploma Certification	Technology Systems Knowledge Crisis Management Static Strength	Customer Focus Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Fire Chief	High School Diploma	Technology Systems Knowledge Crisis Management Static Strength	Customer Focus Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Director of Emergency Management	Masters Degree in Emergency Management, Public Health, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Public Sensitivity Stress Tolerance

CAREER POSSIBILITIES: Public Sector

TIMEFRAME	Job Content / Responsibilities
(1-3 Yrs)	<p>EMT</p> <p>Typically considered first-responder to life-threatening situations. Administers basic and advanced life support to individuals in a pre-hospital setting. Assess nature and extent of illness or injury in order to prioritize medical procedures prior to physician review. Transports sick and injured persons to treatment centers.</p>
(3+ Yrs)	<p>EMT Paramedic – with certification</p> <p>Typically considered first-responder to life-threatening situations. Administers basic and advanced life support to individuals in a pre-hospital setting. Assess nature and extent of illness or injury in order to prioritize medical procedures prior to physician review. Transports sick and injured persons to treatment centers.</p>
(0 – 5 Yrs)	<p>Forest Fire Fighter</p> <p>Considered to be a first responder position. Responsible for the identification, controlling, and extinguishing of fires and respond to emergency situations where life, property or environment is at risk.</p>
(0-5 Yrs)	<p>Fire Fighter</p> <p>Considered to be a first responder position. Responsible for the identification, controlling, and extinguishing of fires and respond to emergency situations where life, property or environment is at risk.</p>
(2-5 Yrs)	<p>Hazardous Materials Removal Worker – Career Level</p> <p>In-depth knowledge of Hazmat Materials procedures and practices.</p>
(5-10 Yrs)	<p>Fire Fighter Supervisor (TBD)</p> <p>.Leads small teams of fire fighters on-site.</p>
(10-15 Yrs)	<p>Fire Chief</p> <p>Responsible for the leadership of the entire fire department.</p>
(15+ Yrs)	<p>Director of Emergency Management</p> <p>Prepare plans that outline operating procedures to be used in response to disasters/emergencies such as hurricanes, nuclear accidents, and terrorist attacks, and in recovery from these events. Propose alteration of emergency response procedures based on regulatory changes, technological changes, or knowledge gained from outcomes of previous emergency situations.</p>

Public Sector Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$34,167 - \$38,171 - \$44,766
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Key Occupation: Hazardous Materials Removal Worker

Job Description
Identifies, removes, packs, transports, or disposes hazardous materials, including asbestos, lead-based paint, waste oil, fuel, transmission fluid, radioactive materials, contaminated soil, etc. May operate earth-moving equipment or trucks. Follow prescribed safety procedures, and comply with federal laws regulating waste disposal methods. Records numbers of containers stored at disposal sites, and specifies amounts and types of equipment and waste disposed. Drives trucks or other heavy equipment to convey contaminated waste to designated sea or ground locations. Operates machines and equipment to remove, package, store, or transport loads of waste materials. Load and unload materials into containers and onto trucks, using hoists or forklifts. Cleans contaminated equipment or areas for re-use, using detergents and solvents, sandblasters, filter pumps, and steam cleaners..

Skills/Competencies <ul style="list-style-type: none">• Operation Monitoring• Attention to Detail and Accuracy• Judgment and Decision Making• Verbal and Communication Skills	<ul style="list-style-type: none">• Equipment Maintenance and Selection• Active Listening• Monitoring• Instructing• Critical Thinking
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Education & Experience

- Specialized training and certification in hazardous materials handling or a confined entry permit are generally required.
- Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations they undergo including interactions, danger signs, production techniques, and disposal methods.
- Knowledge of tools such as air samplers/collectors, pneumatic sanding machines, radiation detectors, and water samplers.
- Basic computer skills, i.e., word processing, internet browser software, spreadsheet software, and presentation software.

Certifications
Valid driver's license required.

Managerial Responsibility: None.

Potential Career Path Opportunities Fire Fighter Supervisor or Chief.

DEVELOPMENTAL PATH: Public Sector – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
EMT Paramedic	HS Diploma Medical Certification	Emergency Vehicle Control Emergency Medical Equip Emergency Medical Treat	Customer Focus Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Forest Fire Fighter	High School Diploma Certification	Emergency Medical Fire Fighting Crisis Management Static Strength	Dependability Customer Focus Teamwork Critical Thinking	Communication Coordination Spatial Orientation
Fire Fighter	High School Diploma Certification	Emergency Medical Fire Fighting Crisis Management Static Strength	Customer Focus Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Hazardous Materials Removal Worker	Specialized training and certification in hazardous materials handling	Arm-Hand Steadiness Multi-limb Coordination Oral Comprehension Deductive Reasoning	Dependability Self Control Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Fire Fighter Supervisor	High School Diploma Certification	Technology Systems Knowledge Crisis Management Static Strength	Customer Focus Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Fire Chief	High School Diploma	Technology Systems Knowledge Crisis Management Static Strength	Customer Focus Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Director of Emergency Management	Masters Degree in Emergency Management, Public Health, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Public Sensitivity Stress Tolerance

CAREER POSSIBILITIES: Public Sector

TIMEFRAME	Job Content / Responsibilities
(1-3 Yrs)	<p>EMT Typically considered first-responder to life-threatening situations. Administers basic and advanced life support to individuals in a pre-hospital setting. Assess nature and extent of illness or injury in order to prioritize medical procedures prior to physician review. Transports sick and injured persons to treatment centers.</p>
(3+ Yrs)	<p>EMT Paramedic – with certification Typically considered first-responder to life-threatening situations. Administers basic and advanced life support to individuals in a pre-hospital setting. Assess nature and extent of illness or injury in order to prioritize medical procedures prior to physician review. Transports sick and injured persons to treatment centers.</p>
(0 – 5 Yrs)	<p>Forest Fire Fighter Considered to be a first responder position. Responsible for the identification, controlling, and extinguishing of fires and respond to emergency situations where life, property or environment is at risk.</p>
(0-5 Yrs)	<p>Fire Fighter Considered to be a first responder position. Responsible for the identification, controlling, and extinguishing of fires and respond to emergency situations where life, property or environment is at risk.</p>
(2-5 Yrs)	<p>Hazardous Materials Removal Worker – Career Level In-depth knowledge of Hazmat Materials procedures and practices.</p>
(5-10 Yrs)	<p>Fire Fighter Supervisor (TBD) .Leads small teams of fire fighters on-site.</p>
(10-15 Yrs)	<p>Fire Chief Responsible for the leadership of the entire fire department.</p>
(15+ Yrs)	<p>Director of Emergency Management Prepare plans that outline operating procedures to be used in response to disasters/emergencies such as hurricanes, nuclear accidents, and terrorist attacks, and in recovery from these events. Propose alteration of emergency response procedures based on regulatory changes, technological changes, or knowledge gained from outcomes of previous emergency situations.</p>

Public Sector Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Average – Experienced \$55,500 - \$65,500- \$85,000
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Key Occupation: Director of Emergency Management

Job Description
 Directs disaster response or crisis management activities, disaster preparedness training, and emergency plans and procedures for natural wartime, or technological, hazardous materials spills) disasters or hostage situations. Keep informed of activities or changes that could affect the likelihood of an emergency, as well as those that could affect response efforts and. Prepare plans that outline operating procedures to be used in response to disasters. Propose alteration of emergency response procedures based on regulatory changes, technological changes, or knowledge gained from outcomes of previous emergency situations. Maintain and update all resource materials associated with emergency preparedness plans. Keep informed of federal, state and local regulations affecting emergency plans, and ensure that plans adhere to these regulations. Design and administer emergency/disaster preparedness training courses that teach people how to effectively respond to major emergencies and disasters.

<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Attention to Detail • Judgment/Decision Making • Active Listening • Instructing • Critical Thinking / Troubleshooting 	<ul style="list-style-type: none"> • Disaster preparedness and business continuity policy • Critical Thinking • Decision Making • Reasoning
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Education & Experience

- A Bachelor’s degree in homeland security / emergency management-related discipline plus 5-10 years of additional, directly related work experience or AS/AA with 10-15 years experience in comprehensive emergency management operations and planning.
- Specialized knowledge, training, experience in all-hazard emergency operations, EOP, ESF, and SOP planning.
- Prior experience in Continuity of Operations and Continuity of Government (COOP / COG) planning
- Experience working emergency response issues at the Federal, State, and local levels highly desired

Certifications Orientation to Community Disaster Exercises IS-120 and IS-139 Exercise Design; ICS IS-100, IS-200, IS-300, IS-400; NIMS IS-700; NRP IS-800

Managerial Responsibility: Typically has full responsibility for incumbents in all positions below this level.

Potential Career Path Opportunities N/A

DEVELOPMENTAL PATH: Public Sector – Entry Level to Senior Leader

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
EMT Paramedic	HS Diploma Medical Certification	Emergency Vehicle Control Emergency Medical Equip Emergency Medical Treat	Customer Focus Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Forest Fire Fighter	High School Diploma Certification	Emergency Medical Fire Fighting Crisis Management Static Strength	Dependability Customer Focus Teamwork Critical Thinking	Communication Coordination Spatial Orientation
Fire Fighter	High School Diploma Certification	Emergency Medical Fire Fighting Crisis Management Static Strength	Customer Focus Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Hazardous Materials Removal Worker	Specialized training and certification in hazardous materials handling	Arm-Hand Steadiness Multi-limb Coordination Oral Comprehension Deductive Reasoning	Dependability Self Control Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Fire Fighter Supervisor	High School Diploma Certification	Technology Systems Knowledge Crisis Management Static Strength	Customer Focus Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation
Fire Chief	High School Diploma	Technology Systems Knowledge Crisis Management Static Strength	Customer Focus Integrity Teamwork Critical Thinking Problem Sensitivity	Communication Coordination Spatial Orientation Motivation
Director of Emergency Management	Masters Degree in Emergency Management, Public Health, or other related field	Planning Preparedness Readiness Critical Thinking	Judgment Decision Making Dependability Integrity Persistence	Public Awareness Motivation Communication Analytical Thinking Public Sensitivity Stress Tolerance

CAREER POSSIBILITIES: Public Sector

TIMEFRAME	Job Content / Responsibilities
(1-3 Yrs)	<p>EMT Typically considered first-responder to life-threatening situations. Administers basic and advanced life support to individuals in a pre-hospital setting. Assess nature and extent of illness or injury in order to prioritize medical procedures prior to physician review. Transports sick and injured persons to treatment centers.</p>
(3+ Yrs)	<p>EMT Paramedic – with certification Typically considered first-responder to life-threatening situations. Administers basic and advanced life support to individuals in a pre-hospital setting. Assess nature and extent of illness or injury in order to prioritize medical procedures prior to physician review. Transports sick and injured persons to treatment centers.</p>
(0 – 5 Yrs)	<p>Forest Fire Fighter Considered to be a first responder position. Responsible for the identification, controlling, and extinguishing of fires and respond to emergency situations where life, property or environment is at risk.</p>
(0-5 Yrs)	<p>Fire Fighter Considered to be a first responder position. Responsible for the identification, controlling, and extinguishing of fires and respond to emergency situations where life, property or environment is at risk.</p>
(2-5 Yrs)	<p>Hazardous Materials Removal Worker – Career Level In-depth knowledge of Hazmat Materials procedures and practices.</p>
(5-10 Yrs)	<p>Fire Fighter Supervisor (TBD) .Leads small teams of fire fighters on-site.</p>
(10-15 Yrs)	<p>Fire Chief Responsible for the leadership of the entire fire department.</p>
(15+ Yrs)	<p>Director of Emergency Management Prepare plans that outline operating procedures to be used in response to disasters/emergencies such as hurricanes, nuclear accidents, and terrorist attacks, and in recovery from these events. Propose alteration of emergency response procedures based on regulatory changes, technological changes, or knowledge gained from outcomes of previous emergency situations.</p>



Safety and Environmental Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation; Lumber Wood and Paper

<p>Salary Expectations Entry Level – Median – Experienced \$39,138 - \$46,764 - \$55,670</p>

Key Occupation: Occupational Health and Safety Technician

Job Description
 Collects data on work environments for analysis by occupational health and safety specialists. Conducts evaluations of programs designed to limit chemical, physical, biological, and ergonomic risks to workers. Maintains records. Supplies, operates, and maintains personal protective equipment. Verifies safety are available to employees, and monitors their use. Prepares and calibrates equipment used to collect and analyze samples. Tests workplaces for environmental hazards such as exposure to radiation, chemical and biological hazards, and excessive noise. Prepares. Reports the results of environmental contaminant analyses, and recommends corrective measures to be applied. Reviews physicians’ reports and conducts worker studies in order to determine whether specific instances of disease of illness are job-related. Examines credentials, licenses, or permits to ensure compliance with licensing requirements.

<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Analytical • Attention to Detail and Accuracy • Judgment and Decision Making • Verbal and Communication Skills 	<ul style="list-style-type: none"> • Active Listening • Persuasion • Instructing • Critical Thinking • Time Management
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Education & Experience

- Bachelor’s degree in Safety required. A combination of over two years of directly related training and/or experience is typically required.
- Knowledge of prediction of physical principles (physics), laws, their interrelationships, and applications to understanding fluid, material, and atmospheric dynamics, and mechanical electrical, atomic, and sub-atomic structures and processes.
- Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations they undergo including interactions, danger signs, production techniques, and disposal methods.
- Knowledge of tools such as air pollutant samplers, air sampling pumps, gas detector tubes, liquid leak detectors.
- Computer skills, i.e., Compliance software, Database user interface and query software, Presentation, Spreadsheet and Word processing.

• **Certifications** Valid driver’s license required. Certified Safety Professional (CSP) or Certified Industrial Hygienist (CIH) preferred.

Managerial Responsibility: Conducts safety training and education programs, demonstrates the use of safety equipment.

Potential Career Path Opportunities Environmental Health and Safety Officer, Safety Manager, Safety Supervisor, Safety and Security Director, Industrial Safety and Health Engineer, Occupational Health and Safety Specialist

DEVELOPMENTAL PATH: Safety and Environment – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Occupational Health and Safety Technician	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Occupational Health and Safety Specialist	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Safety Supervisor	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety Manager	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety and Security Director	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Environmental Health and Safety Officer	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative

CAREER POSSIBILITIES: CAREER POSSIBILITIES: Safety and Environment

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Occupational Health and Safety Technician In-depth knowledge of health and safety procedures and practices.
(2-5 Yrs)	Occupational Health and Safety Specialist In-depth knowledge of health and safety procedures and practices.
(5-10 Yrs)	Safety Supervisor Supervises activities of safety and health programs. Supervises and coordinates activities of personnel to ensure a safe and healthy work environment in accordance with OSHA regulations. Confers and cooperates with supervisory/management personnel in formulating administrative and operational policies and procedures.
(10+ Yrs)	Safety Manager Plans, implements, and manages programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization.
(15+ Yrs)	Safety and Security Director Directs and coordinates activities of an organization's safety operations. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental and OSHA regulations. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures.
(15+ Yrs)	Environmental Health and Safety Officer The most senior level in the Safety department. Develops and implements the programs and practices to ensure that the organization is in compliance with all federal, state, and local laws, regulations, and standards concerning safety. Conducts safety audits in order to identify unsafe acts and conditions.

Safety and Environmental Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$43,225 - \$59,908 - \$76,245
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Key Occupation: Occupational Health and Safety Specialist

Job Description
 Reviews, evaluates, and analyzes work environments and designs programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce laws governing health. May be employed in the public or private sector. Recommends measures to help protect workers from potentially hazardous work methods, processes, or materials. Investigates accidents to identify causes and to determine how such accidents might be prevented in the \Collaborates with engineers and physicians regarding hazardous conditions. Provides new-employee health and safety orientations, and develop materials for these presentations. Collects samples of dust, gases, vapors, and other potentially toxic materials for analysis.

Skills/Competencies <ul style="list-style-type: none"> • Analytical • Attention to Detail and Accuracy • Judgment and Decision Making • Verbal and Communication Skills 	<ul style="list-style-type: none"> • Active Listening • Persuasion • Instructing • Critical Thinking • Time Management
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Education & Experience

- Bachelor’s degree in Safety required. A combination of over two to four years of directly related training and/or experience is typically required.
- Knowledge of prediction of physical principles (physics), laws, their interrelationships, and applications to understanding fluid, material, and atmospheric dynamics, and mechanical electrical, atomic, and sub-atomic structures and processes.
- Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations they undergo including interactions, danger signs, production techniques, and disposal methods.
- Knowledge of tools such as air pollutant samplers, air sampling pumps, gas detector tubes, liquid leak detectors.
- Computer skills, i.e., Compliance software, Database user interface and query software, Presentation, Spreadsheet and Word processing.

• **Certifications** Valid driver’s license required. Certified Safety Professional (CSP) or Certified Industrial Hygienist (CIH) preferred.

Managerial Responsibility: Conducts safety training and education programs, demonstrates the use of safety equipment.

Potential Career Path Opportunities Environmental Health and Safety Officer, Safety Manager, Safety Supervisor, Safety and Security Director, Industrial Safety and Health Engineer

DEVELOPMENTAL PATH: Safety and Environment – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Occupational Health and Safety Technician	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Occupational Health and Safety Specialist	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Safety Supervisor	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety Manager	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety and Security Director	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Environmental Health and Safety Officer	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative

CAREER POSSIBILITIES: CAREER POSSIBILITIES: Safety and Environment

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Occupational Health and Safety Technician In-depth knowledge of health and safety procedures and practices.
(2-5 Yrs)	Occupational Health and Safety Specialist In-depth knowledge of health and safety procedures and practices.
(5-10 Yrs)	Safety Supervisor Supervises activities of safety and health programs. Supervises and coordinates activities of personnel to ensure a safe and healthy work environment in accordance with OSHA regulations. Confers and cooperates with supervisory/management personnel in formulating administrative and operational policies and procedures.
(10+ Yrs)	Safety Manager Plans, implements, and manages programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization.
(15+ Yrs)	Safety and Security Director Directs and coordinates activities of an organization's safety operations. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental and OSHA regulations. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures.
(15+ Yrs)	Environmental Health and Safety Officer The most senior level in the Safety department. Develops and implements the programs and practices to ensure that the organization is in compliance with all federal, state, and local laws, regulations, and standards concerning safety. Conducts safety audits in order to identify unsafe acts and conditions.

Safety and Environmental Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation; Lumber Wood and Paper

<p>Salary Expectations Entry Level – Median – Experienced \$51,849 - \$63,667 - \$76,162</p>

Key Occupation: Industrial Safety and Health Engineers

Job Description
 Plans, implements, and coordinates safety programs. Investigates industrial accidents, injuries, or occupational diseases to determine causes and preventive measures. Reports and reviews findings from accident investigations, facilities inspections, or environmental testing. Maintains and applies knowledge of policies, regulations, and processes. Inspects facilities, machinery, and equipment to identify and correct hazards, and to ensure safety regulation compliance. Conducts worker training in safety laws, hazardous conditions and use of safety equipment. Compiles, analyzes, and interprets statistical data related to occupational illnesses and accidents. Interprets safety regulations for other interested in industrial safety such as safety engineers, labor representatives, and safety inspectors.

<p>Skills/Competencies</p> <ul style="list-style-type: none"> • Attention to Detail and Accuracy • Judgment and Decision Making • Verbal and Communication Skills 	<ul style="list-style-type: none"> • Active Listening • Persuasion • Instructing • Critical Thinking • Negotiation
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Education & Experience

- Bachelor’s degree in Safety and Environmental Engineering preferred. A combination of over two to four years of directly related training and/or experience is typically required.
- Knowledge of principles and methods for curriculum and training required.
- Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations they undergo including interactions, danger signs, production techniques, and disposal methods.
- Knowledge of tools such as air pollutant samplers, air sampling pumps, dynamometers, physiological recorders, and sound measuring apparatus.
- Computer skills, i.e., Analytical software, Compliance software, Computer Aided Design (CAD), Training software, and Word processing.

Certifications

- Valid driver’s license required. Certified Safety Professional (CSP) or Certified Industrial Hygienist (CIH) preferred.

Managerial Responsibility: None.

Potential Career Path Opportunities, Safety Manager, Safety and Security Director, Environmental Health and Safety Officer

DEVELOPMENTAL PATH: Safety and Environment – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Occupational Health and Safety Technician	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Occupational Health and Safety Specialist	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Safety Supervisor	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety Manager	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety and Security Director	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Environmental Health and Safety Officer	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative

CAREER POSSIBILITIES: CAREER POSSIBILITIES: Safety and Environment

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Occupational Health and Safety Technician In-depth knowledge of health and safety procedures and practices.
(2-5 Yrs)	Occupational Health and Safety Specialist In-depth knowledge of health and safety procedures and practices.
(5-10 Yrs)	Safety Supervisor Supervises activities of safety and health programs. Supervises and coordinates activities of personnel to ensure a safe and healthy work environment in accordance with OSHA regulations. Confers and cooperates with supervisory/management personnel in formulating administrative and operational policies and procedures.
(10+ Yrs)	Safety Manager Plans, implements, and manages programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization.
(15+ Yrs)	Safety and Security Director Directs and coordinates activities of an organization's safety operations. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental and OSHA regulations. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures.
(15+ Yrs)	Environmental Health and Safety Officer The most senior level in the Safety department. Develops and implements the programs and practices to ensure that the organization is in compliance with all federal, state, and local laws, regulations, and standards concerning safety. Conducts safety audits in order to identify unsafe acts and conditions.

Safety and Environmental Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$48,344 - \$52,655 - \$58,226
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Key Occupation: Safety Inspector

Job Description
 Inspects machinery, equipment, and working conditions in industrial or other setting to ensure compliance with OSHA regulations. Inspects machines and equipment for accident prevention devices. Observes workers to determine use of prescribed safety equipment, such as glasses, helmets, goggles, respirators, and clothing. Inspects specified areas for fire-prevention equipment and other safety and first-aid supplies. Tests working areas for noise, toxic, and other hazards, using decibel meter, gas detector, and light meter. Prepares report of findings with recommendations for corrective action. Compiles and submits required OSHA accident reports. Investigates accidents to ascertain causes for use in recommending preventive safety measures and developing safety program. May demonstrate use of safety equipment.

Skills/Competencies <ul style="list-style-type: none"> • Attention to Detail and Accuracy • Judgment and Decision Making • Verbal and Communication Skills • Analytics 	<ul style="list-style-type: none"> • Active Listening • Problem Solving • Instructing • Critical Thinking
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Education & Experience

- Bachelor’s degree in Safety required. A combination of over one year of directly related training and/or experience is typically required for carrying out the responsibilities for this job.
- Knowledge of OSHA regulations.

Certifications

- Certified Safety Professional (CSP) or Certified Industrial Hygienist (CIH) preferred.

Managerial Responsibility: Typically none.

Potential Career Path Opportunities: Occupational Health and Safety Specialist, Safety Supervisor, Safety Engineer, Safety Manager

DEVELOPMENTAL PATH: Safety and Environment – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Occupational Health and Safety Technician	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Occupational Health and Safety Specialist	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Safety Supervisor	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety Manager	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety and Security Director	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Environmental Health and Safety Officer	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative

CAREER POSSIBILITIES: CAREER POSSIBILITIES: Safety and Environment

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Occupational Health and Safety Technician In-depth knowledge of health and safety procedures and practices.
(2-5 Yrs)	Occupational Health and Safety Specialist In-depth knowledge of health and safety procedures and practices.
(5-10 Yrs)	Safety Supervisor Supervises activities of safety and health programs. Supervises and coordinates activities of personnel to ensure a safe and healthy work environment in accordance with OSHA regulations. Confers and cooperates with supervisory/management personnel in formulating administrative and operational policies and procedures.
(10+ Yrs)	Safety Manager Plans, implements, and manages programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization.
(15+ Yrs)	Safety and Security Director Directs and coordinates activities of an organization's safety operations. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental and OSHA regulations. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures.
(15+ Yrs)	Environmental Health and Safety Officer The most senior level in the Safety department. Develops and implements the programs and practices to ensure that the organization is in compliance with all federal, state, and local laws, regulations, and standards concerning safety. Conducts safety audits in order to identify unsafe acts and conditions.

Safety and Environmental Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
Life Sciences; Logistics & Transportation; Lumber Wood and Paper

<p style="text-align: center;">Salary Expectations Entry Level – Median – Experienced \$60,250 - \$69,786 - \$83,164</p>

Key Occupation: Safety Engineer

<p>Job Description Develops and implements a safety program to prevent or correct unsafe environmental working conditions, utilizing knowledge of industrial processes, mechanics, engineering, chemistry, psychology, and industrial safety and health laws.</p>
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<p>Skills/Competencies</p> <ul style="list-style-type: none">• Attention to Detail and Accuracy• Judgment and Decision Making• Verbal and Communication Skills• Analytics	<ul style="list-style-type: none">• Active Listening• Problem Solving• Instructing• Critical Thinking
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<p>Education & Experience</p> <ul style="list-style-type: none">• Bachelor’s degree in Safety Engineering required. A combination of over two to four years of directly related training and/or experience is typically required.• Knowledge of OSHA regulations.

<p>Certifications</p> <ul style="list-style-type: none">• Certified Safety Professional (CSP) or Certified Industrial Hygienist (CIH) preferred.

<p>Managerial Responsibility: May coordinate activities of Safety Technicians.</p>

<p>Potential Career Path Opportunities Safety Supervisor, Safety Manager, , Safety and Security Director</p>

DEVELOPMENTAL PATH: Safety and Environment – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Occupational Health and Safety Technician	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Occupational Health and Safety Specialist	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Safety Supervisor	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety Manager	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety and Security Director	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Environmental Health and Safety Officer	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative

CAREER POSSIBILITIES: CAREER POSSIBILITIES: Safety and Environment

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Occupational Health and Safety Technician In-depth knowledge of health and safety procedures and practices.
(2-5 Yrs)	Occupational Health and Safety Specialist In-depth knowledge of health and safety procedures and practices.
(5-10 Yrs)	Safety Supervisor Supervises activities of safety and health programs. Supervises and coordinates activities of personnel to ensure a safe and healthy work environment in accordance with OSHA regulations. Confers and cooperates with supervisory/management personnel in formulating administrative and operational policies and procedures.
(10+ Yrs)	Safety Manager Plans, implements, and manages programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization.
(15+ Yrs)	Safety and Security Director Directs and coordinates activities of an organization's safety operations. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental and OSHA regulations. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures.
(15+ Yrs)	Environmental Health and Safety Officer The most senior level in the Safety department. Develops and implements the programs and practices to ensure that the organization is in compliance with all federal, state, and local laws, regulations, and standards concerning safety. Conducts safety audits in order to identify unsafe acts and conditions.

Safety and Environmental Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
 Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
 Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$60,608 - \$68,767 - \$78,657
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Key Occupation: Safety Supervisor

Job Description

Supervises activities of safety and health programs. Supervises and coordinates activities of personnel to ensure a safe and healthy work environment in accordance with OSHA regulations. Confers and cooperates with supervisory/management personnel in formulating administrative and operational policies and procedures. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for increasing safety. Prepares recommendations on findings for management evaluation. Recommends capital expenditures for acquisition of new equipment that would increase efficiency and safety of operations. Approves requisitions for equipment, materials, and supplies within limits of budget. Coordinates facility tours and inspections to detect potential or existing hazards and recommends corrective actions. Investigates injuries and accidents and prepares reports for executive review or use in insurance claims or legal action. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental regulations. May liaise with fire department and other agencies regarding safety and health programs. May negotiate contracts with equipment and materials suppliers.

Skills/Competencies

- | | |
|---|---|
| <ul style="list-style-type: none"> • Analytical • Attention to Detail and Accuracy • Judgment and Decision Making • Verbal and Communication Skills | <ul style="list-style-type: none"> • Active Listening • Persuasion • Instructing • Critical Thinking • Time Management |
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Education & Experience

- Bachelor’s degree in Safety required. Master’s preferred.
- A combination of over two years of directly related training and/or experience is typically required for carrying out the responsibilities for this job.

Certifications

- Certified Safety Professional (CSP) or Certified Industrial Hygienist (CIH) preferred.

Managerial Responsibility: This position typically has lower levels reporting to it.

Potential Career Path Opportunities Environmental Health and Safety Officer, Safety Manager, Safety Supervisor, Safety and Security Director, Occupational Health and Safety Specialist, Occupational Health and Safety Technician

DEVELOPMENTAL PATH: Safety and Environment – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Occupational Health and Safety Technician	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Occupational Health and Safety Specialist	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Safety Supervisor	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety Manager	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety and Security Director	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Environmental Health and Safety Officer	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative

CAREER POSSIBILITIES: CAREER POSSIBILITIES: Safety and Environment

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Occupational Health and Safety Technician In-depth knowledge of health and safety procedures and practices.
(2-5 Yrs)	Occupational Health and Safety Specialist In-depth knowledge of health and safety procedures and practices.
(5-10 Yrs)	Safety Supervisor Supervises activities of safety and health programs. Supervises and coordinates activities of personnel to ensure a safe and healthy work environment in accordance with OSHA regulations. Confers and cooperates with supervisory/management personnel in formulating administrative and operational policies and procedures.
(10+ Yrs)	Safety Manager Plans, implements, and manages programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization.
(15+ Yrs)	Safety and Security Director Directs and coordinates activities of an organization's safety operations. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental and OSHA regulations. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures.
(15+ Yrs)	Environmental Health and Safety Officer The most senior level in the Safety department. Develops and implements the programs and practices to ensure that the organization is in compliance with all federal, state, and local laws, regulations, and standards concerning safety. Conducts safety audits in order to identify unsafe acts and conditions.

Safety and Environmental Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
Life Sciences; Logistics & Transportation; Lumber Wood and Paper

<p style="text-align: center;">Salary Expectations Entry Level – Median – Experienced \$67,939 - \$76,979 - \$87,960</p>

Key Occupation: Safety Manager

Job Description

Plans, implements, and manages programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization. Manages and coordinates safety activities, through subordinate supervisory personnel, to ensure implementation of safety activities throughout organization. Identifies and appraises conditions that could produce accidents and financial losses and evaluates potential extent of injuries resulting from accidents. Conducts or directs research studies to identify hazards and evaluate loss producing potential of given system, operation, or process. Directs and coordinates, through subordinate supervisory personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Compiles, analyzes, and interprets statistical data related to exposure factors concerning occupational illnesses and accidents and prepares reports for information of personnel concerned. Maintains liaison with outside organizations, such as fire departments, mutual aid societies, and rescue teams to assure information exchange and mutual assistance. Devises methods to evaluate safety program and conducts or directs evaluations. Evaluates technical and scientific publications concerned with safety management and participates in activities of related professional organizations to update knowledge of safety program developments. May store and retrieve statistical data.

Skills/Competencies

- | | |
|--|---|
| <ul style="list-style-type: none">• Analytical• Attention to Detail and Accuracy• Judgment and Decision Making• Verbal and Communication Skills• Time Management | <ul style="list-style-type: none">• Active Listening• Persuasion• Instructing• Critical Thinking |
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Education & Experience

- Bachelor's degree in Safety required. Master's preferred.
- A combination of over four years of directly related training and/or experience is typically required for carrying out the responsibilities for this job.

Certifications

- Certified Safety Professional (CSP) or Certified Industrial Hygienist (CIH) preferred.

Managerial Responsibility: This position typically has supervisor and lower levels reporting to it.
Potential Career Path Opportunities Environmental Health and Safety Officer, Safety Manager, Safety Supervisor, Safety and Security Director, Occupational Health and Safety Specialist, Occupational Health and Safety Technician

DEVELOPMENTAL PATH: Safety and Environment – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Occupational Health and Safety Technician	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Occupational Health and Safety Specialist	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Safety Supervisor	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety Manager	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety and Security Director	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Environmental Health and Safety Officer	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative

CAREER POSSIBILITIES: CAREER POSSIBILITIES: Safety and Environment

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Occupational Health and Safety Technician In-depth knowledge of health and safety procedures and practices.
(2-5 Yrs)	Occupational Health and Safety Specialist In-depth knowledge of health and safety procedures and practices.
(5-10 Yrs)	Safety Supervisor Supervises activities of safety and health programs. Supervises and coordinates activities of personnel to ensure a safe and healthy work environment in accordance with OSHA regulations. Confers and cooperates with supervisory/management personnel in formulating administrative and operational policies and procedures.
(10+ Yrs)	Safety Manager Plans, implements, and manages programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization.
(15+ Yrs)	Safety and Security Director Directs and coordinates activities of an organization's safety operations. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental and OSHA regulations. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures.
(15+ Yrs)	Environmental Health and Safety Officer The most senior level in the Safety department. Develops and implements the programs and practices to ensure that the organization is in compliance with all federal, state, and local laws, regulations, and standards concerning safety. Conducts safety audits in order to identify unsafe acts and conditions.

Safety and Environmental Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$82,837 - \$96,544 - \$116,029

Key Occupation: Safety and Security Director

Job Description
Directs and coordinates activities of an organization's safety operations. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental and OSHA regulations. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures. Directs and coordinates, through subordinate managerial personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for increasing safety. Prepares recommendations on findings for management evaluation. Recommends capital expenditures for acquisition of new equipment that would increase efficiency and safety of operations. Approves requisitions for equipment, materials, and supplies within limits of operations department budget. May negotiate contracts with equipment and materials suppliers.

Skills/Competencies <ul style="list-style-type: none">AnalyticalAttention to Detail and AccuracyJudgment and Decision MakingVerbal and Communication SkillsTime Management	<ul style="list-style-type: none">Active ListeningPersuasionInstructingCritical Thinking
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Education & Experience

- Bachelor's degree in Safety required. Master's preferred.
- A combination of over four years of directly related training and/or experience is typically required for carrying out the responsibilities for this job.

Certifications

- Certified Safety Professional (CSP) or Certified Industrial Hygienist (CIH) preferred.

Managerial Responsibility: This position typically has managers and lower levels reporting to it.

Potential Career Path Opportunities Environmental Health and Safety Officer, Safety Manager, Safety Supervisor, Safety and Security Director, Occupational Health and Safety Specialist, Occupational Health and Safety Technician

DEVELOPMENTAL PATH: Safety and Environment – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Occupational Health and Safety Technician	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Occupational Health and Safety Specialist	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Safety Supervisor	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety Manager	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Safety and Security Director	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
Environmental Health and Safety Officer	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative

CAREER POSSIBILITIES: CAREER POSSIBILITIES: Safety and Environment

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Occupational Health and Safety Technician In-depth knowledge of health and safety procedures and practices.
(2-5 Yrs)	Occupational Health and Safety Specialist In-depth knowledge of health and safety procedures and practices.
(5-10 Yrs)	Safety Supervisor Supervises activities of safety and health programs. Supervises and coordinates activities of personnel to ensure a safe and healthy work environment in accordance with OSHA regulations. Confers and cooperates with supervisory/management personnel in formulating administrative and operational policies and procedures.
(10+ Yrs)	Safety Manager Plans, implements, and manages programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization.
(15+ Yrs)	Safety and Security Director Directs and coordinates activities of an organization's safety operations. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental and OSHA regulations. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures.
(15+ Yrs)	Environmental Health and Safety Officer The most senior level in the Safety department. Develops and implements the programs and practices to ensure that the organization is in compliance with all federal, state, and local laws, regulations, and standards concerning safety. Conducts safety audits in order to identify unsafe acts and conditions.

Safety and Environmental Occupational Cluster

Industry Cluster Options

Advanced Materials & Diversified Manufacturing; Agriculture & Food Production
Building & Construction; Business & Financial Services; Education; Information & Communication Svcs
Life Sciences; Logistics & Transportation; Lumber Wood and Paper

Salary Expectations Entry Level – Median – Experienced \$118,025 - \$139,097 - \$167,669

Key Occupation: Environmental Health and Safety Officer

Job Description
Develops, implements, and coordinates, through support staff and lower managers, environmental plans, policies, and programs on matters involving air, land, and water conservation, to prevent or eliminate any negative environmental effect of operations that involve the organization, employees, and the public. Ensures the organization is in compliance with all Federal, State, and local laws regarding the environment and the safety and health of the employees and the public.

Skills/Competencies <ul style="list-style-type: none">AnalyticalAttention to Detail and AccuracyJudgment and Decision MakingVerbal and Communication SkillsTime Management	<ul style="list-style-type: none">Active ListeningPersuasionInstructingCritical Thinking
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Education & Experience

- Bachelor’s degree in Safety required. Master’s preferred. A combination of over ten years of directly related training and/or experience is typically required.
- Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations they undergo including interactions, danger signs, production techniques, and disposal methods.
- Knowledge of tools such as air pollutant samplers, air sampling pumps, dynamometers, physiological recorders, and sound measuring apparatus.

Certifications

- Valid driver’s license required. Certified Safety Professional (CSP) or Certified Industrial Hygienist (CIH) preferred.

Managerial Responsibility: This position typically has all lower levels reporting to it.

Potential Career Path Opportunities Environmental Health and Safety Officer, Safety Manager, Safety Supervisor, Safety and Security Director, Occupational Health and Safety Specialist, Occupational Health and Safety Technician

DEVELOPMENTAL PATH: Safety and Environment – Entry Level to Senior Level

RESPONSIBILITY HIERARCHY	EDUCATION LEVEL	SPECIFIC SKILLS	VALUES	LEADERSHIP COMPETENCIES
Occupational Health and Safety Technician	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Occupational Health and Safety Specialist	Specialized training and/or certification	Oral Comprehension Deductive Reasoning Oral & Written Expression	Concern for others Integrity Dependability Cooperation	Communication Problem Sensitivity Critical Thinking Initiative
Safety Supervisor	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative
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Environmental Health and Safety Officer	Bachelor's degree in Safety required. Master's preferred.	Oral Comprehension Deductive Reasoning Oral & Written Expression Stress Tolerance	Concern for others Integrity Dependability Self Control Problem Solving	Communication Problem Sensitivity Critical Thinking Initiative

CAREER POSSIBILITIES: CAREER POSSIBILITIES: Safety and Environment

TIMEFRAME	Job Content / Responsibilities
(2-5 Yrs)	Occupational Health and Safety Technician In-depth knowledge of health and safety procedures and practices.
(2-5 Yrs)	Occupational Health and Safety Specialist In-depth knowledge of health and safety procedures and practices.
(5-10 Yrs)	Safety Supervisor Supervises activities of safety and health programs. Supervises and coordinates activities of personnel to ensure a safe and healthy work environment in accordance with OSHA regulations. Confers and cooperates with supervisory/management personnel in formulating administrative and operational policies and procedures.
(10+ Yrs)	Safety Manager Plans, implements, and manages programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization.
(15+ Yrs)	Safety and Security Director Directs and coordinates activities of an organization's safety operations. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental and OSHA regulations. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures.
(15+ Yrs)	Environmental Health and Safety Officer The most senior level in the Safety department. Develops and implements the programs and practices to ensure that the organization is in compliance with all federal, state, and local laws, regulations, and standards concerning safety. Conducts safety audits in order to identify unsafe acts and conditions.