



74 W Board St, Suite 530 Bethlehem, PA 18018 610-625-2999 tandmassociates.com

# Technical | Scientist

TITLE	DEGREE	EXPERIENCE GUIDELINES	LEVEL OF SUPERVISION	RESPONSIBILITIES	CREDENTIALS
<b>SCIENTIST I</b>	Bachelors or Masters	1-3 Years	High. Under close supervision and review by more senior employees.	Assists in data collection, analysis, etc. Performs routine components of technical assignments related to subject of knowledge. Assignments are usually well defined.	
<b>SCIENTIST II</b>	Bachelors or Masters	3-5 Years	Moderate. Under direct supervision and review by more senior employees.	Acts as a specialist or consultant in a particular area of science. May also possess a knowledge of multiple subjects. Performs field observations and data collection assignments. May provide technical guidance to junior staff.	
<b>SENIOR SCIENTIST</b>	Bachelors or Masters	5+ Years	Minimal. Under direction of senior staff. Work is reviewed to ensure appropriate judgment.	Acts as a senior specialist or consultant in a particular area of science or engineering. Possesses sound technical knowledge in multiple areas. Analyzes issues and recommends appropriate solutions. May plan and coordinate completion of work for mid-size projects.	License/certifications LPG, CHMM, ASP, etc.
<b>PRINCIPAL SCIENTIST</b>	Bachelors or Masters	10+ Years	Minimal. Under administrative direction. Limited review of work-basic QA/QC.	Acts as a senior specialist or consultant in a particular area of science. Possesses advanced knowledge. Makes independent decisions and recommendations. May plan and coordinate significant portions of projects or full mid-size projects.	License/certifications CPG, CHMM, CSP, CIH, etc.; presentation at local industry or professional organization conferences
<b>SUPERVISING SCIENTIST</b>	Bachelors or Masters	15+ Years	Minimal. Under broad administrative direction. Reports to Group Manager or Department Manager.	Provides expertise in a specific area and makes independent decisions in this specialization. Supervises or mentors a small group of scientists and/or engineers. Collaborates with management team to advise on complex projects and oversee technical coordination of mid-size projects.	License/certifications CPG, CHMM, CSP, CIH, etc.; presentation at regional industry conferences; Contribute to publications
<b>LEAD SCIENTIST</b>	Bachelors (25+ Years Exp.) or Masters	20+ Years	Reports to Operations Manager and Practice Leader	Identifies and leads new approaches and project solutions. Acts as final opinion regarding interpretation and assessment of data and/or process solutions. Develops and coordinates diversified projects of major scope and importance. Manages technical coordination, QA/QC and acts in technical leadership role on larger projects.	Advanced and or multiple license/certifications (CPG, CSP, CIH, CHMM, etc.); Presentations at national professional organizations or industry conferences; technical publications

## SCIENTIST BY DISCIPLINE:

Environmental | Geologist | Hydrologist



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Above all, T&M Associates is about our people. And their intellectual capital-diverse technical and business insight built from proven results for a broad spectrum of public and private clients over the past half century.

We are 350 associates with the acuity and technical proficiency to deliver effective, innovative and timely solutions to hurdle your immediate challenges and address the broader framework of your business goals. By providing you access to a world-class team of planners, engineers, environmental experts, energy professionals, construction managers, business advisors and deep bench of other specialists, we will make the difference in your bottom-line.