GS-0808 Architecture

U.S. Department of the Interior

Office of Human Capital

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Architecture Competency Model Study Summary

The DOI Office of Human Capital (OHC) conducted a comprehensive study to identify the critical competencies and tasks for successful performance of Architecture work across the Department. OHC worked with Architecture subject matter experts from across the Department in order to create a thorough and accurate representation of the work performed by DOI Architecture professionals and the knowledge, skills, and abilities required to perform that work.

The study involved a variation of the U.S. Office of Personnel Management's Multipurpose Occupational Systems Analysis Inventory – Closed-Ended (MOSAIC) method for gathering and analyzing information about work. The MOSAIC approach has been utilized to study and describe work performed within the Federal Government for over 25 years. The study included a wide-ranging literature review to build lists of tasks and competencies used to describe Architecture work across the Department. Next, focus groups with DOI Architecture subject matter experts were held to ensure these lists were complete and accurately represented the job. A trained job analyst also linked each task to competencies to confirm they were required to perform the work. DOI Architecture professionals rated the tasks and competencies to demonstrate the importance and utility of each component of the study. Finally, Architecture subject matter experts reviewed the results of the study to ensure its accuracy.

The results of this study establish a common set of Architecture tasks and competencies across the Department, which can be used to create assessment and selection techniques and tools and establish common practices and terminology for recruitment, performance management, workforce planning, training, and employee development. This work provides DOI with current, validated information that can be used to ensure its Architecture workforce has the tools to meet future challenges.

Please reference the Competency Model Interpretive Guidance for assistance in interpreting and applying the results of this study.

Table 1: General Competencies by Grade[1]

The following general competencies are valid for assessment and selection, performance management, and other related human capital functions across the Architecture occupational series included in this study at the grade levels listed below.

GS-9	GS-11	GS-12
Attention to Detail (2) *Collaboration (2)* *Communication* *Compliance (2)* *Computer Skills* *Conflict Management (2)* *Creative Thinking (+)* *Customer Focus* *Customer Service* *Decision Making* *Digital Collaboration* *Problem Solving (‡)*	- Attention to Detail (2) - Collaboration (2) - Communication - Compliance (2) - Computer Skills - Conflict Management (2) - Creative Thinking (+) - Customer Focus - Customer Service - Decision Making - Digital Collaboration - Problem Solving (‡)	- Attention to Detail (2) - Collaboration (2) - Communication - Compliance (2) - Computer Skills - Conflict Management (2) - Creative Thinking (+) - Customer Focus - Customer Service - Decision Making - Digital Collaboration - Problem Solving (‡)
GS-13	**GS-14**	**GS-15**
- Attention to Detail (2) - Collaboration (2) - Communication - Compliance (2) - Computer Skills - Conflict Management (2) - Creative Thinking (+) - Customer Focus - Customer Service - Decision Making - Digital Collaboration - Problem Solving (‡)	- Attention to Detail (2) - Collaboration (2) - Communication - Compliance (2) - Computer Skills - Conflict Management (2) - Creative Thinking (+) - Customer Focus - Customer Service - Decision Making - Digital Collaboration - Problem Solving (‡)	- Attention to Detail (2) - Collaboration (2) - Communication - Compliance (2) - Computer Skills - Conflict Management (2) - Creative Thinking (+) - Customer Focus - Customer Service - Decision Making - Digital Collaboration - Problem Solving (‡)

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[1] Italics represent the lowest grade at which the competency appears.

Table 2: Required Proficiency Levels by Grade Level

Proficiency Level Scale Definitions

Proficiency Level	General Competencies	Technical Competencies
5 = Expert	• Applies the competency in exceptionally difficult situations • Serves as a key resource and advises others	• Applies the competency in exceptionally difficult situations • Serves as a key resource and advises others • Demonstrates comprehensive expert understanding of concepts and processes
4 = Advanced	• Applies the competency in considerably difficult situations • Generally requires little or no guidance	• Applies the competency in considerably difficult situations • Generally requires little or no guidance • Demonstrates understanding of concepts and processes
3 = Intermediate	• Applies the competency in difficult situations • Requires occasional guidance	• Applies the competency in difficult situations • Requires occasional guidance • Demonstrates understanding of concepts and processes
2 = Basic	• Applies the competency in somewhat difficult situations • Requires frequent guidance	• Applies the competency in somewhat difficult situations • Requires frequent guidance • Demonstrates familiarity with concepts and processes
1 = Awareness	• Applies the competency in simplest situations • Requires close and extensive guidance	• Applies the competency in simplest situations • Requires close and extensive guidance • Demonstrates awareness of concepts and processes

Table 3: Required Proficiency Levels of General Competencies[2]

	GS-9	GS-11	GS-12	GS-13	GS-14	GS-15
Attention to Detail (2)	2	3	3	4	4	5
Collaboration (2)	2	3	4	4	5	5
Communication	2	3	4	4	5	5
Compliance (2)	2	3	3	4	5	5
Conflict Management (2)	2	3	4	4	5	5
Creative Thinking (+)	2	3	4	4	5	5
Computer Skills	3	3	4	4	4	4
Customer Service	2	3	4	4	5	5
Customer Focus	2	3	4	4	5	5
Decision Making	2	3	4	4	5	5
Digital Collaboration	3	3	4	4	4	4
Problem Solving (‡)	2	3	4	4	5	5

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[2] Bolded competencies are validated for use for assessment and selection purposes.

Table 4: Behavioral Examples for Competencies

Competency Name	Definitions
Attention to Detail (2)	**Considers all aspects involved in accomplishing a task, no matter how minute. Precisely follows procedures to ensure each element of a task is accurately completed.** • *Sets the standards for the quality of the work completed for the organization* • *Leads others in attending to detail in difficult and/or high-pressure circumstances* • *Reviews and edits work completed by others to ensure that the quality of work meets acceptable work standards* • *Independently completes thorough and accurate work*
Collaboration (2)	**Engaging with team members and stakeholders to share ideas, resources, and expertise, fostering a cooperative environment that drives collective problem-solving and enhances project outcomes.** • *Demonstrates working with other people with varied interest to achieve a common goal* • *Demonstrates working with other organizations or teams to achieve a common goal* • *Can incorporate varied points of view when working towards a solution*
Communication	**Provides timely, concise, and accurate information to others both orally and in writing. Helps others effectively communicate and ensures communication occurs between all organizational levels.** • *Displays ability to effectively communicate with others* • *Demonstrates prior timely, concise, and accurate oral and or written information sharing* • *Teaches others how to communicate effectively* • *Communicates between organizational levels*
Compliance (2)	**Ensure adherence to regulatory requirements, laws, regulations, industry standards, and agency policies. Ability to identify, manage and mitigate compliance risks while fostering a culture of ethical behavior and accountability within the organization.** • *Shows familiarity with the structure and terminology of various rules and regulations of the Federal Government* • *Demonstrates the ability to search for and find appropriate rules or regulations* • *Understands how to apply appropriate rules and regulations to guide direction of work or make decisions*
Conflict Management (2)	**Uses appropriate methods and coordinates actions to reduce tension, resolve differences, and prevent conflicts from escalating.** • *Ensures disagreements between two or more parties remain civil* • *Effectively uses conflict resolution techniques to allow for productive discussion of potential solutions between disagreeing parties* • *Addresses grievances or disagreements and brokers accord and respect*

Creative Thinking (+)	**Uses imagination to develop new insights into situations and applies new solutions to problems; designs new methods where established methods and procedures are not suitable or are unavailable.** • *Creates a work environment that encourages creative thinking and innovation* • *Explores new ideas, methodologies, and alternatives to reach outcomes* • *Introduces new concepts or strategies that significantly improve or revise the way work is performed* • *Suggests or proposes alternative ways to view or define problems; is not* *constrained by conventional thinking and established approaches* • *Combines ideas in unique ways or makes connections between disparate* *ideas*
Computer Skills	**Uses computers, software applications, databases, and automated systems to accomplish work.** • *Expertly navigates various software applications and automated systems, utilizing advanced features to enhance productivity.* • *Quickly adapts to new technologies, proactively learning and implementing best practices to improve workflows.* • *Effectively integrates multiple digital tools to optimize efficiency and accuracy in work tasks.* • *Proficiently uses standard computer applications (e.g., word processing, spreadsheets, databases) to complete tasks accurately.* • *Learns and applies new software or digital processes with minimal guidance.* • *Successfully follows digital workflows and resolves common technical issues independently.* • *Uses automation tools and databases efficiently to manage and process information.*

Customer Service	Works with clients and customers (that is, any individuals who use or receive the services or products that your work unit produces, including the general public, individuals who work in the agency, other agencies, or organizations outside the Government) to assess their needs, provide information or assistance, resolve their problems, or satisfy their expectations; knows about available products and services; is committed to providing quality products and services. • *Commits to serving the public and understands their advisory role* • *Utilizes outreach, needs assessment, evaluation, and other marketing skills to identify and anticipate customer needs and provide exemplary customer service* • *Understands diverse customer groups, their perspectives, issues and needs* • *Works to ensure customers' needs are met, even when those needs are outside of the typical role of the position* • *Identifies and develops metrics to assess customer service satisfaction* • *Continuously improves products and services* • *Works and plans strategically, using a systems perspective to anticipate developing customer issues and needs and to provide timely solutions that focus on long-term benefits*
Customer Focus	**Anticipates and meets the needs of customers. Seeks feedback from customers, peers, and supervisors on how services and products are meeting expectations.** • *Proactively identifies customer needs and delivers solutions before issues arise.* • *Builds strong relationships with customers, earning trust through responsiveness and reliability.* • *Regularly solicits and incorporates feedback from customers, peers, and supervisors to enhance service quality.* • *Demonstrates empathy and patience, ensuring every customer interaction is positive and solution-oriented.* • *Innovates processes or services to exceed customer expectations and drive long-term satisfaction.* • *Listens carefully to customer needs and provides timely, accurate solutions.* • *Consistently follows through on commitments and resolves customer inquiries effectively.* • *Seeks feedback from customers and colleagues to improve service delivery.* • *Maintains a professional and courteous demeanor in all customer interactions.* • *Adapts approach based on customer feedback, striving to meet expectations reliably.*
Decision Making	Makes sound, well-informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change. • *Decides on the best course of action, even in situations with competing stakeholders or when results of decisions are not immediately clear* • *Weighs the pros and cons of potential decisions before choosing which actions to take* • *Commits to determining the best alternatives and evaluating their impact on work products* • *Uses sound methodology in reaching conclusions*

Digital Collaboration	**Uses digital tools, technologies, or social media for communication, knowledge-sharing, and collaborative processes; works with others to construct and create resources and knowledge, or provide services, in a digital environment.** • *Demonstrates the ability to work together with people or organizations in a digital environment* • *Effectively achieved common goals or solutions while working towards a common goal* • *Worked as a team member and/or partner to effectively complete a task* • *Collaboratively uses tools, recourses, and knowledge to provide services in a digital environment*
Problem Solving (‡)	**Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations** • *Examines problems and solutions with a long-term perspective* • *Effectively leads others in the effort of developing, identifying, and formulating problem solving strategies consistent with organizational goals* • *Uses logic to develop and implement innovative tools and techniques to resolve complex problems and issues* • *Uses logic to resolve complex, unique, or unusual problems* • *Consistently anticipates challenges that are not obvious to others* • *Determines the relevance of information in reaching effective conclusions* • *Formulates recommendations for the best course of action to address problems*

Table 5: General Competencies by Assessment Tool

Competency	Occupational Questionnaire	Structured Interview	Biodata	Cognitive Ability Test
Attention to Detail (2)	Low	Medium	Low	High
Collaboration (2)	Low	High	Low	Low
Communication	Low	High	Low	Low
Compliance (2)	Low	High	Low	Low
Conflict Management (2)	Low	High	Medium	Low
Creative Thinking (+)	Low	High	Medium	Medium
Computer Skills	High	Low	Medium	High
Customer Service	Low	High	Low	Low
Customer Focus	Low	High	Low	Low
Decision Making	Low	High	Medium	Medium
Digital Collaboration	Medium	High	Low	Low
Problem Solving (‡)	Low	High	Medium	High

Competency	Job Knowledge Test	Personality Inventory	Situational Judgment Test	Work Sample
Attention to Detail (2)	Low	Medium	Low	High
Collaboration (2)	Low	High	Low	Low
Communication	Low	Low	High	High
Compliance (2)	Low	High	Low	Low
Conflict Management (2)	Low	High	Medium	Low
Computer Skills	High	Low	Medium	High
Creative Thinking (+)	Low	Medium	Low	High
Customer Service	Low	High	Low	Low
Customer Focus	Low	High	Low	Low
Decision Making	Low	High	Medium	Medium
Digital Collaboration	High	Low	High	High
Problem Solving (‡)	Low	Low	Medium	High

Table 6: Technical Competencies for Assessment & Selection

The following technical competencies are valid for assessment and selection, performance management, and other related human capital functions for the occupational series listed below. (NOTE: While the technical competencies below have been validated for assessment and selection for the series listed below, other technical competencies not listed below may be required depending on the position. Rely on the results of a job analysis and feedback from the hiring manager and subject matter experts to determine the exact technical competencies needed for a particular hire).

Table 6: Technical Competencies for Assessment & Selection
GS-0808 – Architecture

- Accessibility (2)
- Universal Design
- Architecture (2)
- Budget Coordination
- Building Materials and Construction Technologies
- Building Codes
- Compliance (2)
- Contracting
- Cost Estimation and Analysis (2)
- Cost-Benefit Analysis (2)
- Data Visualization

- Design (2)
- Engineering Interdisciplinary
- Environmental Compliance (2)
- Hazardous Materials Testing and Mitigation
- Interagency Coordination
- Landscape Architecture (2)
- Lands and Realty Management (2)
- Physical Security Measures
- Risk Assessment
- Standards (2)

Appendix A: Architecture General Competencies

Attention to Detail (2)	Considers all aspects involved in accomplishing a task, no matter how minute. Precisely follows procedures to ensure each element of a task is accurately completed.
Collaboration (2)	Engaging with team members and stakeholders to share ideas, resources, and expertise, fostering a cooperative environment that drives collective problem-solving and enhances project outcomes.
Communication	Provides timely, concise, and accurate information to others both orally and in writing. Helps others effectively communicate and ensures communication occurs between all organizational levels.
Compliance (2)	Ensure adherence to regulatory requirements, laws, regulations, industry standards, and agency policies. Ability to identify, manage and mitigate compliance risks while fostering a culture of ethical behavior and accountability within the organization.
Computer Skills	Uses computers, software applications, databases, and automated systems to accomplish work.
Conflict Management (2)	Uses appropriate methods and coordinates actions to reduce tension, resolve differences, and prevent conflicts from escalating.
Creative Thinking (+)	Uses imagination to develop new insights into situations and applies new solutions to problems; designs new methods where established methods and procedures are not suitable or are unavailable.
Customer Focus	Anticipates and meets the needs of customers. Seeks feedback from customers, peers, and supervisors on how services and products are meeting expectations.
Customer Service	Works with clients and customers (that is, any individuals who use or receive the services or products that your work unit produces, including the general public, individuals who work in the agency, other agencies, or organizations outside the Government) to assess their needs, provide information or assistance, resolve their problems, or satisfy their expectations; knows about available products and services; is committed to providing quality products and services.
Decision Making	Makes sound, well-informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change.
Digital Collaboration	Uses digital tools, technologies, or social media for communication, knowledge-sharing, and collaborative processes; works with others to

	construct and create resources and knowledge, or provide services, in a digital environment.
Problem Solving (‡)	Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.

Appendix B: Architecture Technical Competencies[3]

Accessibility - 2	Applies knowledge of the principles and rules that lead to a barrier-free built environment.
Universal Design	Create inclusive environments that accommodate diverse user needs and enhance accessibility for all.
Architecture 2	Applies the concepts, principles, theories, and practices used in the planning, design, construction, and operation and maintenance of buildings, structures and associated site, taking into consideration aesthetic and functional concerns.
Budget Coordination	Coordinating and analyzing budget allocations and expenditures to ensure financial efficiency and alignment with organizational goals and objectives.
Building Materials and Construction Technologies	Applies understanding of building science and construction to project design.
Building Codes	Exhibits expertise in Building Codes, Life Safety Codes, Architectural Barriers Act, and other architectural components of buildings.
Compliance 2	Ensure adherence to regulatory requirements, laws, regulations, industry standards, and agency policies. Ability to identify, manage and mitigate compliance risks while fostering a culture of ethical behavior and accountability within the organization.
Contracting	Develop and execute contractual agreements and documents in support of acquisitions and procurement officials.
Cost-Benefit Analysis (2)	Conduct cost-benefit analyses to support informed decision-making using principles and methods including the time value of money, present value concepts, and quantifying tangible and intangible benefits.
Cost Estimation and Analysis 2	Analyzing project requirements and market conditions to develop cost estimates that inform early and long term budgeting and financial planning decisions.

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[3] Includes competencies identified for positions by SMEs that were not considered "critical" across each occupational series. These competencies may still be used for training and development purposes.

Data Visualization	Utilizes tools, techniques, and software to generate reports or visualizations that convey data analyses, findings, and limitations.
Design 2	Create context sensitive solutions by soliciting stakeholder input, defining programmatic needs, understanding environmental influences, conceptualizing ideas, developing detailed plans, and refining prototypes to meet project requirements and enhance functionality and aesthetics.
Engineering Interdisciplinary	Employ engineering concepts, principles, theories, and methods from various engineering disciplines to develop comprehensive solutions, fostering teamwork and leveraging diverse perspectives to address complex challenges effectively. Adapt to emerging technologies and methodologies to drive continuous improvement and efficiency in engineering processes.
Environmental Compliance 2	Ensuring adherence to environmental regulations and standards through systematic audits and assessments, promoting sensitive environmental practices.
Hazardous Materials Testing and Mitigation	Assess materials and/or conditions for hazardous materials. Conduct testing and mitigation as needed. Follow all established rules and regulations.
Interagency Coordination	Coordinate with other agencies; Establish ongoing communication and working relationships.
Landscape Architecture(2)	Plan, design, and implement integrated landscapes by applying concepts, theories, and user needs. Incorporate universal design and sustainability goals by creating detailed landscape plans, integrating aesthetic and functional elements, and managing project execution to enhance environmental quality and user experience.
Lands and Realty Management 2	Administer land and realty assets by managing property, managing leases and agreements, and ensuring compliance with regulations to optimize land use and support organizational objectives.
Physical Security Measures	Implementing physical security measures to protect assets, personnel, and facilities from potential threats and vulnerabilities.
Risk Assessment	Evaluate and identify potential risks, vulnerabilities and weaknesses and facilitate the development of appropriate mitigation strategies.
Standards 2	Applying and maintaining industry standards and best practices to ensure compliance, quality assurance, and continuous improvement across organizational processes.

Appendix C: Architecture Study Tasks

1	Plans, designs, and/or manages construction or design for a variety of facilities, buildings, and/or structures.
2	Performs and/or manages oversight of the designs, studies, and analysis required in support of the design and construction of all types of buildings and facilities throughout the agency.
3	Coordinates all necessary engineering disciplines and building systems, including but not limited to mechanical, communications, plumbing, fire protection, civil, life safety, electrical, and structural.
4	Performs and/or manages oversight of the designs to repair, preserve, restore, and rehabilitate existing facilities, buildings, and/or structures.
5	Manages site-related aspects of construction projects, including but not limited to buildings, roads, utility systems, parking lots, and trails.
6	Ensures compliance with accessibility provisions for barrier-free design.
7	Employs universal design techniques or considerations.
8	Evaluates adequacy of proposed sites for projects with regard to criteria, including but not limited to topography and utilities.
9	Ensures appropriateness of site planning for the building, structure, or facility, to accommodate for access, egress, and other safety and security factors.
10	Develops and/or manages the development of detailed construction documents.
11	Prepares complete solicitation package (e.g., statements of work, objectives, and requirements).
12	Advises procurement officials in areas unique to architecture and construction.
13	Develops or oversees and coordinates detailed cost estimate worksheets for building projects' materials and construction.
14	Provides highly technical oversight and professional architectural direction on design and construction activities.
15	Provides expertise and recommendations to other engineers and architects.
16	Interprets and explains advanced concepts in architecture or related engineering disciplines.
17	Provides technical advice, information, and recommendations to a wide variety of audiences.
18	Provides advice and expertise before, during, and after natural disasters, critical failures, and building emergencies.
19	Conveys design intent through the use of presentation-quality renderings, such as 3D imagery or printing.
20	Uses technical software to draw design documents.
21	Communicates design ideas to stakeholders using a variety of architectural tools, techniques, and procedures.
22	Discusses, criticizes, analyzes, annotates, and writes up research.
23	Performs architectural programming and drafts project-specific guidelines.
24	Performs or oversees pre-design project planning.
25	Recommends use of design guidelines.

26	Ensures compliance with sustainable design techniques, features, green architecture, and/or energy efficiency.
27	Ensures the health, safety, and welfare of individuals in the design of buildings, structures, or facilities.
28	Drafts, edits, and updates operation and maintenance programs, reports, and/or manuals.
29	Coordination of internal and external project team.
30	Coordinates clients goals to design team.
31	Develop and maintain partnerships to conduct research and training.
32	Organizes, leads, and conducts webinars and face-to-face consultation meetings with state, local, tribal, public, and other Federal agencies.
33	Prepares and/or reviews compliance documents (e.g., correspondence, programmatic agreements, memoranda of agreement, findings, etc.).
34	Prepares or provides input on proposed statutory, regulatory, and other policy provisions.
35	Ensure proposal/project meets environmental and cultural compliance guidelines to avoid, minimize, or manage negative impacts of a project.
36	Coordinates with cross-disciplinary teams and other specialists.
37	Serves as a liaison for consulting with various groups, agencies, and other stakeholders related to an assigned project.
38	Obtains data (e.g. archival, raw, empirical, future projections) from various sources to make decisions or provide recommendations.
39	Explains or justifies decisions, conclusions, findings, or recommendations.
40	Ensure designs are compliant with Federal physical security standards.
41	Analyzes and reviews reports, simulations, plans, and data.
42	Writes and reviews portions of documents related to assigned area of expertise.
43	Develops mitigation measures and guidelines to avoid, minimize, or mitigate adverse effects of a project.
44	Participates in calls and meetings with stakeholders to advise on information needed to support documentation completion for submission to governing agencies or offices.
45	Identifies areas where information must be developed by either a) agency research, or b) contract studies.
46	Serves as a representative, chair, or participant of various teams and/or committees to provide subject matter expertise.
47	Identifies stakeholder concerns regarding impacts of projects and implements methodologies to address the concerns.
48	Assesses project and/or program effectiveness and provides consultant or advisory services on problems, conditions, programs, and functions to a broad range of internal and external stakeholders.
49	Develops new or improved techniques, criteria, or alternatives to meet project or program requirements.
50	Establishes work objectives and goals for technical program areas of responsibility based on knowledge of resource needs and priorities.

51	Develops and/or coordinates implementation of work plans, technical reports, and public involvement efforts to accomplish program area goals and objectives.
52	Leads and directs planning work with other staff.
53	Reviews legal documents to assure compliance with laws, procedures, and policies.
54	Monitors and reports on project planning status.
55	Fosters and develops professional working relationships with various stakeholders.
56	Develops and implements planning schedules, budgets, public involvement strategies, compliance procedures and other compliance actions.
57	Serves as a SME for policy interpretation and advice across all organizational levels.
58	Maintains awareness of advancements in technical methods and software/hardware/tools.
59	Researches the history of architecture to inform planning and design decision making.
60	Researches site context and building history.
61	Performs site analysis to inform planning and design decision making.
62	Researches, interprets, and analyzes natural and cultural resources that make up the human environment to achieve projects that are functional, attractive, safe, cost-effective, accessible, and responsive to place.
63	Participates in and/or leads project implementation, including site analysis, schematic design, design development, construction documents, and construction.
64	Coordinates, plans, and designs facilities in compliance with federal laws and regulations, guidelines, and/or policies.
65	Communicates through graphic and written materials.
66	Creates conceptual site and development plans.
67	Develops and reviews specifications.
68	Calculates cost estimates for a range of projects.
69	Balances economic feasibility of needs vs. wants.
70	Manages consultant contracts to ensure production of planning, design, and construction management services.
71	Serves as a Contracting Officer's Representative (COR), Project Inspector (PI), or Program Officer (PO) for numerous planning, design, and construction contracts and agreements.
72	Implementing universal accessibility in the design process
73	Lead public communication efforts to coordinate civic engagement and public scoping efforts for public feedback on plans or drawings, ensuring effective outreach, engagement and information dissemination.
74	Apply project management principles, methods, and tools for developing, scheduling, coordinating, monitoring, evaluating, and managing projects and resources, including historic preservation technical performance.
75	Apply Federal preservation laws, regulations, standards, guidance, and policies to historic rehabilitation projects.
76	Apply the Secretary of the Interior's Standards for Rehabilitation and Guidelines for Rehabilitating Historic Buildings [or the SOI Treatment Standards & Guidelines) in the development of scopes of work, architectural plans, or proposed treatments for historic rehabilitation projects

77	Evaluate the historic significance of historic properties, including their historic character and appearance, physical integrity, and character-defining features
78	Conduct research of historic properties involving historic documents, photographs, plans, architectural drawings, etc.
79	Make recommendations on the proper care and treatment of historic buildings.
80	Evaluate the physical integrity and condition of, and maintenance and conservation issues with, historic structures.
81	Research and provide advice to address technically sophisticated and complex preservation assistance needs for historic buildings to resolve critical rehabilitation problems, code issues, and technical preservation and material conservation issues.
82	Evaluate preservation treatment alternatives and provide opinions in accordance with Federal standards and guidance related to the treatment of historic properties and sites.
83	Prepare correspondence explaining historic preservation requirements, decisions, standards, and guidance.
84	Prepare technically sophisticated and complex written guidance and information for the public on historic preservation standards and technical preservation issues and topics.
85	Represents park on NPS regional or national task groups or similar organizations. Makes presentations in the parks, in public gatherings, and at professional meetings.
86	Assists historical architects in parks, centers, and support offices in providing direct professional and programmatic advice and support.
87	Carries out program management duties by developing work plans and schedules, and requirements of the project for A/E design or documentation services. Examples of such projects include list of classified structures, historic structure reports, existing condition drawings, and design services for treatment work.
88	Participates in negotiations with A/E firms, including development of detailed cost estimates of major work items. Designated as Contracting Officer's Authorized Representative during the course of design contacts. Ensures contractual requirements, including technical adequacy, design excellence, and project schedules are met.
89	Reviews contractor shop drawings, samples, and material certification for contract and performance compliance and recommends them for approval or rejection.
90	Incorporates appropriate Geographic Information System (GIS) technology into job to provide comprehensive and scientifically sound answers to inquiries from managers and others. Utilizes automatic methods of data collection, analysis or illustration.
91	Inputs data into digital form and uses computer applications for data analysis, manipulation, and presentation.

92	Performs professional review and assessment of plans, comprehensive designs, preliminary designs, special studies, and layouts prepared by other agency offices for accuracy, adequacy, and compliance with historic preservation policies, guidelines, laws, regulations as they relate to historic and prehistoric structures.
93	Serves as a park cultural resources compliance coordinator. Prepares historic preservation documentation and background materials for clearances, permits, licenses, etc., as required by Section 106 and Section 110 of the National Historic Preservation Act, Native American Graves Protection and Repatriation Act, Archeological Resources Protection Act, NPS Management Policies, and cultural resources management guideline, for planning and construction projects that involve cultural resources. Reviews projects initiated by NPS staff at the park and makes recommendations for approval to managers.