Professional/Research

- Work is primarily achieved by an individual or through project teams
- Job requires the application of expertise in professional or technical area(s) to achieve results
- Progression through career levels reflect increasing depth of technical knowledge, project management, and ability to influence others:
  - Performing technically based activities (early in career)
  - Contributing to and managing projects (mid-career)
  - Providing advice/direction in primary areas of expertise (seasoned/expert)
  - Leveraging technical expertise to contribute to strategy and drive business results (thought leader)

Examples of Professional and Research Jobs:
Research Scientist, Pharmacist, Registered Nurse, Financial Analyst, Systems Analyst