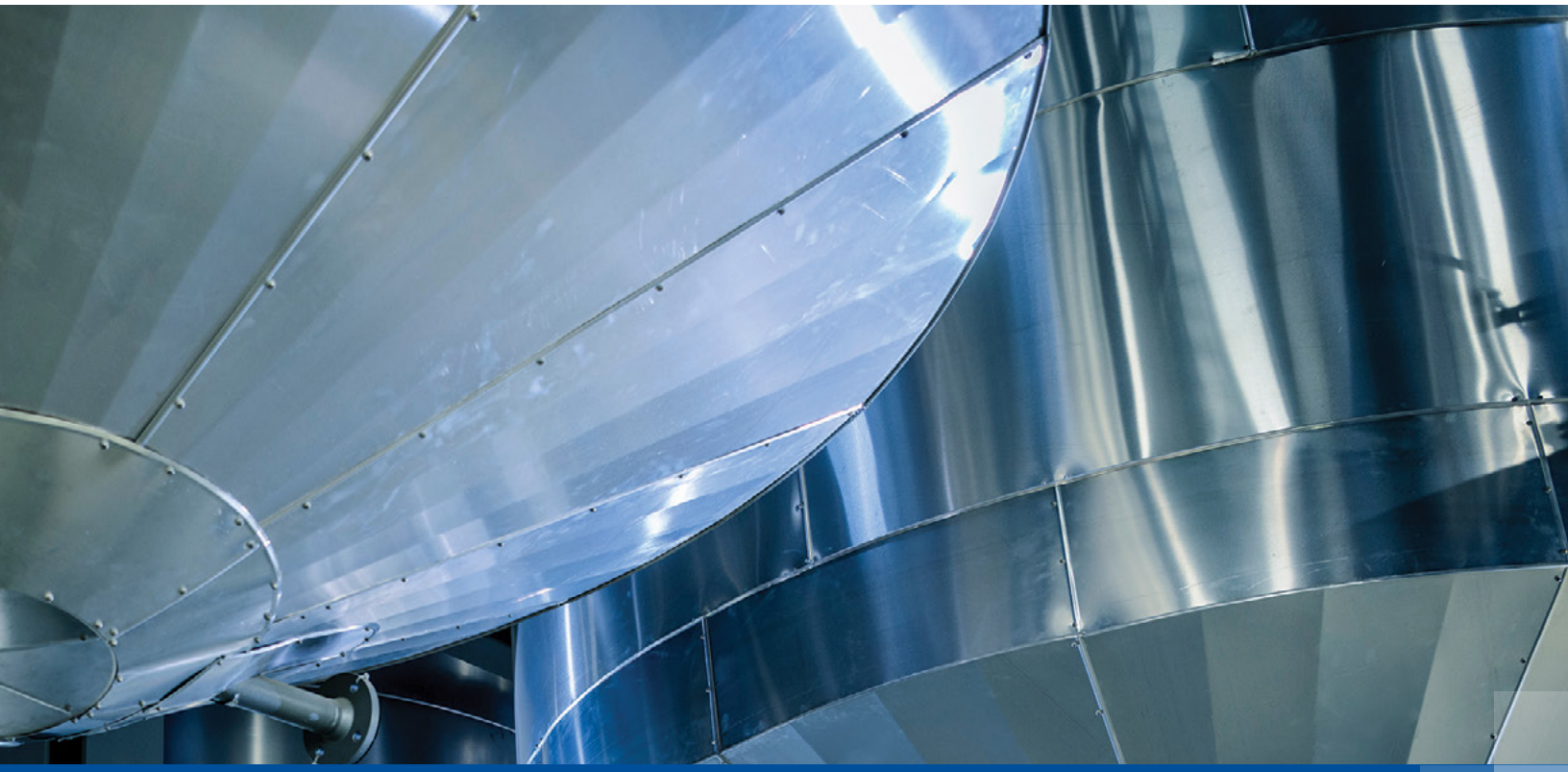
Co-innovating tomorrow™

YOKOGAWA



Journey of an Engineer



September 2019

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YOKOGAWA

Co-innovating tomorrow™

Yokogawa is a leading provider of Industrial Automation and Test and Measurement solutions. Combining superior technology with engineering services, project management, and maintenance, Yokogawa delivers field proven operational efficiency, safety, quality, and reliability.



Respect
Value Creation
Collaboration
Integrity
Gratitude

CORE VALUES

The core values that shape our corporate culture are exemplified by the priorities and commitments made by our employees.

When we live these values, we become a driving force for business excellence and achieve a competitive advantage by engaging in co-innovation with our clients.

We aspire to be a globally dynamic and enterprising organization that works toward a brighter future through the co-creation of value with our clients.

"Career path development provides employees with an ongoing mechanism to enhance their skills and knowledge that can lead to mastery of their current jobs, promotions and transfers to new or different positions."

- DEVELOP THE FUTURE OF YOKOGAWA THROUGH OUR PEOPLE

YOKOGAWA



YCA
LEADERSHIP MODEL

COMPETENCIES

Global
Strategic Mindset, Innovation, Business Insights, Collaboration, Drive Vision/Mission, Situational Adaptability, Courage, Value Differences

YCA
Develops Talent, Drives Engagement and Communicates Effectively

SKILLS

Teamwork and Collaboration

Managing Change

Communication

Learning Agility

Judgement

CHARACTER

Acts with Integrity and Trust

Leads Courageously, Caring Personally

Thought & Intellectual Capacity



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YOKOGAWA

NORTH AMERICAN LEADERS



Leanne Kai
Director, Finance



Bhavin Patel
EVP, Operations



Richard Westerfield
VP, Manufacturing & Distribution



Kevin McMillen
VP, System Sales & System Sales Operations



Shuji Mori
President & CEO



Wendy Willis
Director, Human Resources



Duncan Micklem
VP, Marketing



Tom Quinlan
VP, Product Sales



Russ Graybill
VP, Product Sales

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Systems Operations

SYSTEMS OPERATIONS

LEVEL I

YOKOGAWA

Job Titles	Project Engineer	DCS Application Engineer	Safety System Engineer	ICSS Network and Security Engineer	SCADA Engineer
Education & Experience	BS Eng or relevant discipline <2 yr exp. MS Eng or relevant discipline <1 yr exp.				
Technical Skills / Tools	Basic understanding of relevant and technologically advanced business systems/technical tools.				
Leadership / Management	Ability to receive constructive feedback and/or coaching, and repsond appropriately.				
Work Demands	Travel < 30-50%. Lift < 50lbs.				
Problem Solving	Utilize basic analytical and problem solving skills related to field.				
Complexity / Span of Control	Supervised. Difficulty of work may vary with minimum scope.				
Persuasion and Presentation	Communicate basic information with peers, customers, and management. Persuasion is limited.				
Customer Relationships / Applications	Work cooperatively and efficiently as a member of a project team; participates in project meetings and/or site visits to gain experience.				
Additional Qualities	Demonstrate cooperation and interaction across stakeholders with similar goals, typically internal.				
Behaviors	Integrity, Team Work.				
Preferred Experiences	Basic knowledge of fundamental engineering concepts, practices and procedures.				

"How wonderful is it that nobody need wait a single moment before starting to improve the world."

- ANNE FRANK

See appendix for Required Training [R] & Preferred Training [P]

SYSTEMS OPERATIONS

LEVEL II

YOKOGAWA



Job Titles	Project Engineer	DCS Application Engineer	Safety System Engineer	ICSS Network and Security Engineer	SCADA Engineer
Education & Experience	BS Eng or relevant discipline 2+ yr exp. MS Eng or relevant discipline 1+ yr exp.				
Technical Skills / Tools	Fully proficient in use of relevant/ technologically advanced business systems and technical tools.				
Leadership / Management	Ability to give and receive constructive feedback and/or coaching, and respond appropriately.				
Work Demands	Travel < 30-50%. Lift < 50lbs.				
Problem Solving	Possesses strong analytical and problem solving skills related to field. Sees the potential effect of decisions.				
Complexity / Span of Control	Supervised, work may vary. Somewhat difficult but limited in scope. Ability to recommend optional theories and solutions is limited.				
Persuasion and Presentation	Communicate ideas and concepts, developing the ability to persuade and influence others as needed.				
Customer Relationships / Applications	Works cooperatively and efficiently as a member of a project team; participates in project meetings and/or site visits in a supporting role.				
Additional Qualities	Demonstrate cooperation and interaction across stakeholders with similar goals, typically internal.				
Behaviors	Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.				
Preferred Experiences	Basic understanding of theory specific to area of specialty. *Centum VP, *Prosafe-RS or Stardom Hardware and Architecture, *Centum VP,*Prosafe-RS, *L2 Networks, Active Directory, *Stardom/FastTools.				

See appendix for Required Training [R] & Preferred Training [P]

SYSTEMS OPERATIONS

LEVEL III

YOKOGAWA



Job Titles	Project Engineer	DCS Application Engineer	Safety System Engineer	ICSS Network and Security Engineer	SCADA Engineer
Education & Experience	BS Eng or relevant discipline 5+ yr exp. MS Eng or relevant discipline 3+ yr exp. Work credit may be credited for a PhD.				
Technical Skills / Tools	Advanced understanding of relevant/technologically advanced business sys, technical tools & troubleshooting.				
Leadership / Management	Ability to give and receive constructive feedback and/or coaching, and respond appropriately. Lead small work teams.				
Work Demands	Travel < 30-50%. Lift < 50lbs.				
Problem Solving	Applies advanced analytical and problem solving skills. Understands the potential effect of decisions.				
Complexity / Span of Control	Min. supervision, ability to plan work for self & others, accomplishes varied/complex tasks, discovers issues and recommends solutions.				
Persuasion and Presentation	Communicate ideas & concepts, through persuation & influence by participating in the prep & delivery of proposals, presentations & reports.				
Customer Relationships / Applications	Team player. Particiates in project meetings, site visits and/or startups.				
Additional Qualities	Cooperation and interaction across diverse internal & external stakeholders, managing familiar and less challenging and/or critical projects.				
Behaviors	Gratitude, Value Creation. Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.				
Preferred Experiences	Firm understanding of both basic and advanced industrial automation concepts and technologies. *Cabinet Design, Bill of Materials Generation, I/O Database Development, Factory Acceptance Testing, *HMI Configuration, Control Function/Interlock/Sequence Configuration, Subsystem Interfacing, Factory Acceptance Testing, *HMI Configuration, ESD/FGS Safety Application Configuration, Factory Acceptance Testing, *Active Directory Setup, L2/L3 Switch Configuration, Firewall Configuration, *HMI Configuration, Control Function/Interlock/Sequence Configuration, Subsystem Interfacing, Factory Acceptance Testing.				

See appendix for Required Training [R] & Preferred Training [P]

SYSTEMS OPERATIONS

LEVEL IV

YOKOGAWA

Job Titles	Project Engineer	DCS Application Engineer	Safety System Engineer	ICSS Network and Security Engineer	SCADA Engineer
Education & Experience	BS Eng or relevant discipline 8+ yr exp. MS Eng or relevant discipline 6+ yr exp. Work credit may be credited for a PhD.				
Technical Skills / Tools	Advanced analytical & problem solving, anticipating effect of decisions.				
Leadership / Management	Ability to coach, mentor and lead work groups.				
Work Demands	Travel < 30-50%. Lift < 50lbs.				
Problem Solving	Ability to identify and make recommendations for system and technical tool improvements.				
Complexity / Span of Control	Plans, conducts & may supervise work of self/others. Leads project teams, business unit, department, or cross-functional.				
Persuasion and Presentation	Strong ability to inform/persuade on complex matters through preparation & delivery of proposals, presentations & reports, collaboration with clients & management.				
Customer Relationships / Applications	Team player. Particiates in project meetings, site visits and/or startups. Informs on project status and elevates situations requiring decisions, changes or management intervention.				
Additional Qualities	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or critical projects.				
Behaviors	Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.				
Preferred Experiences	Knowledge of industry standards and emerging practices that apply to control systems and to automation in general. *Console Design, Power and Heat Load Calculations, Nest Loading, Wiring and Marshalling Assignments, E-Plan, PRIM Tools, Commissioning and Startup, *Logical Network/System Architecture Development, SEBOL, Batch, OPC, Field Network I/O, PRM, Exaquantum, Commissioning and Startup, *Functional Safety Management, Commissioning and Startup, *Logical Network/System Architecture Development, Commissioning and Startup, *Logical Network/System Architecture Development, RGS/FastTool Integration with Centum, Wireless Technology, Commissioning and Startup.				

> "Your work is to discover your world and then, with all your heart, give yourself to it."
>
> - BUDDHA

See appendix for Required Training [R] & Preferred Training [P]

SYSTEMS OPERATIONS

LEVEL V

YOKOGAWA



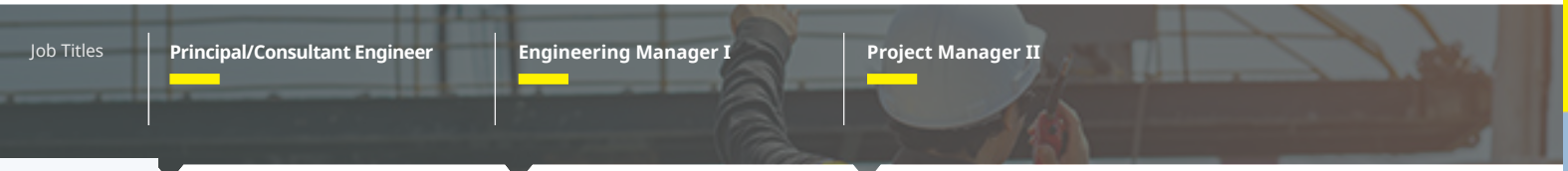
Job Titles	Project Engineer	DCS Application Engineer	Safety System Engineer	ICSS Network and Security Engineer	SCADA Engineer	Project Manager I
Education & Experience	BS Eng or other relevant discipline 10+ yr exp. MS Eng or other relevant discipline 8+ yr exp. Work credit may be credited for a PhD.	BS Eng or relevant discipline 10+ yr exp. MS Eng or relevant discipline 8+ yr exp. Work credit may be credited for a PhD.				BS CS, EE, M, Chem Eng or similar degree or 7+ yr exp. 4 - 8 yrs exp in digital process control systems integration.
Technical Skills / Tools	Applies/develops technical skills and provides technical expertise to projects and other initiatives.	Applies/develops technical skills and provides technical expertise to projects and other initiatives.				Develops skills/abilities for negotiations, strategies, costing, scheduling, etc. Understands YCA HW & SW deliverables. Basic Process Controls knowledge.
Leadership / Management	Ability to coach, mentor, teach and develop others is critical. Ability to lead multi-discipline teams.	Ability to coach, mentor, teach and develop others is critical. Ability to lead multi-discipline teams.				Leadership qualities with project personnel. Responsible for development through training, coaching, and work assignments.
Work Demands	Travel < 30-50%. Lift < 50lbs.	Travel < 30-50%. Lift < 50lbs.				Travel <50%+.
Problem Solving	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.				Evaluates and identifies solutions to improve overall project profitability.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial. May be involved in guiding strategies.	Proactively sets priorities related to complex situations having multi-project and/or organizational impact.				Provides uncompromising quality to all work processes in designated area of responsibility.
Persuasion and Presentation	Seasoned ability to inform and persuade on complex matters comes from recognition as subject matter expert. Utilized on the most complex and difficult problems.	Seasoned ability to inform and persuade on complex matters comes from recognition as subject matter expert. Utilized on the most complex and difficult problems.				Strong internal & external communications skill, maintain rapport with customer, and be dedicated to quality, service, productivity and customer satisfaction.
Customer Relationships / Applications	Effective in a team environment. Leads project meetings, site visits and/or startups. Provides technical & project execution consulting to project leads/project managers. Informs project manager and engineering manager of project status and elevates situations requiring decisions, changes or management intervention.	Team player. Leads project meetings, site visits and/or startups. Provides technical & project execution consulting. Informs of project status and elevates situations requiring decisions, changes or management intervention.				Ability to complete projects within budget and on schedule, while ensuring the customer's satisfaction.
Additional Qualities	Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or projects.	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.				Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.
Behaviors	Leadership, Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.	Leadership, Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.				Leadership, Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.
Preferred Experiences	Knowledge of industry standards and emerging practices that apply to control systems and to automation in general. Vendor Interface, Site Walkdown, FEED, Commissioning and Startup.	Knowledge of industry standards and emerging practices that apply to control systems and to automation in general. Vendor Interface, Site Walkdown, FEED, Commissioning and Startup				Llimited management of engineering/technical staff.

See appendix for Required Training [R] & Preferred Training [P]

SYSTEMS OPERATIONS

LEVEL VI

YOKOGAWA



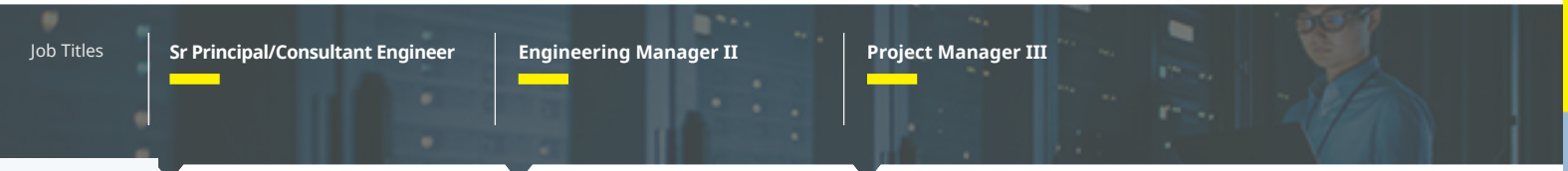
Job Titles	Principal/Consultant Engineer	Engineering Manager I	Project Manager II
Education & Experience	BS Eng or relevant discipline 12+ yr exp. MS Eng or relevant discipline 11+ yr exp. Work credit may be credited for a PhD.		BS CS, EE, M, Chem Eng or similar degree. MBA desired. 7 - 15 yrs exp in digital process control systems integration.
Technical Skills / Tools	Applies and develops technical skills and provides technical expertise to projects and other initiatives.		Develops skills/abilities for negotiations, strategies, costing, scheduling, etc. Understands YCA HW & SW deliverables. Basic Process Controls knowledge.
Leadership / Management	Ability to coach, mentor, teach and develop others is critical. Ability to lead multi-discipline teams.		Leadership qualities with project personnel. Responsible for development through training, coaching, and work assignments.
Work Demands	Travel < 30-50%. Lift < 50lbs.		Travel <50%+.
Problem Solving	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.		Evaluates and identifies solutions to improve overall project profitability.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact.		Provides uncompromising quality to all work processes in designated area of responsibility.
Persuasion and Presentation	Seasoned ability to inform and persuade on complex matters. Recognized as subject matter expert. Assigned to most complex and difficult problems.		Strong internal & external communications skill, maintain rapport with customer, and be dedicated to quality, service, productivity and customer satisfaction.
Customer Relationships / Applications	Technical & project execution consulting on multiple simultaneous projects. Key technical resource for Proposal and Sales support.		Complete projects within budget, on schedule, ensuring customer's satisfaction.
Additional Qualities	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.		Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.
Behaviors	People Development, Leadership, Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.		Leadership, Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.
Preferred Experiences	Advanced knowledge of industry standards and emerging practices that apply to control systems and to automation in general. Mentoring, Project Scheduling, Manpower Loading, Conduct Training		Llimited management of engineering/technical staff.

See appendix for Required Training [R] & Preferred Training [P]

SYSTEMS OPERATIONS

LEVEL VII

YOKOGAWA



Job Titles	Sr Principal/Consultant Engineer	Engineering Manager II	Project Manager III
Education & Experience	BS Eng or relevant discipline 14+ yr exp. MS Eng or relevant discipline 12+ yr exp. Work credit may be credited for a PhD.		BS CS, EE, M, Chem Eng or similar degree. MBA desired. 12 - 20 yrs exp in digital process control systems integration. Must have at least 10+ years in project management. 10-15 years experience in I & C Design and Implementation, using procedures and standards of a typical EPC company.
Technical Skills / Tools	Applies and develops technical skills and provides technical expertise to projects and other initiatives.		Develops skills/abilities for negotiations, strategies, costing, scheduling, etc. Understands YCA HW & SW deliverables. Basic Process Controls knowledge.
Leadership / Management	Ability to coach, mentor, teach and develop others is critical. Ability to lead multi-discipline teams.		Leadership qualities with project personnel. Responsible for development through training, coaching, and work assignments.
Work Demands	Travel < 30-50%. Lift < 50lbs.		Travel <50%+.
Problem Solving	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.		Evaluates and identifies solutions to improve overall project profitability.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact.		Provides uncompromising quality to all work processes in designated area of responsibility.
Persuasion and Presentation	Seasoned ability to inform and persuade on complex matters. Recognized as subject matter expert. Assigned to most complex and difficult problems. Oral & written communication is critical.		Strong internal & external communications skill, maintain rapport with customer, and be dedicated to quality, service, productivity and customer satisfaction.
Customer Relationships / Applications	Technical & project execution consulting on multiple simultaneous projects. Key technical resource for Proposal and Sales support.		Complete projects within budget, on schedule, ensuring customer's satisfaction.
Additional Qualities	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.		Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.
Behaviors	People Development, Leadership, Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.		Leadership, Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.
Preferred Experiences	Advanced knowledge of industry standards and emerging practices that apply to control systems and to automation in general. Mentoring, Project Scheduling, Manpower Loading, Conduct Training		Llimited management of engineering/technical staff. Experience in field design and installation, site surveys, P & ID reviews, and construction management is a plus.

See appendix for Required Training [R] & Preferred Training [P]



Systems Service

SYSTEMS SERVICE

LEVEL I

YOKOGAWA

Job Titles	Technical Support Specialist (TAC)	Field Service Specialist (FSE)	Service Engineer (PJT/APP)	Training Instructor
Education & Experience	BS Eng or other relevant discipline, or 2+ yrs exp			
Technical Skills / Tools	Understanding of relevant tools. Strong computer skills.			
Leadership / Management	Supervision without continual guidance. Able to receive constructive feedback and/or coaching, and respond appropriately.			
Work Demands	*Fast-paced, interrupt-driven, Call Handling Center, dispatch to industrial production environment, dverse weather or walking long distances. Visually inspect components (including discoloration). *Routine dispatching to industrial production environment, adverse weather or walking long distances. Visually inspect components (including discoloration). *Design and assembly oriented project group with occassional dispatch to industrial production environment,adverse weather or walking long distances. Visually inspect components (including discoloration). *Product training and course development, with occassional dispatch to industrial production environment, adverse weather or walking long distances.	**Service Engineer** | 50% Travel - 30% overnight. The employee is occasionally required to lift up to 50lbs. **Field Service Engineer** | 50% Travel - 30% overnight. The employee is occasionally required to lift up to 50lbs.	**Service Manager** | 50% Travel - 30% overnight. The employee is occasionally required to lift up to 50lbs. **Regional Service** |50% Travel - 30% overnight. The employee is occasionally required to lift up to 50lbs.	
Problem Solving	Able to utilize basic analytical and problem solving skills related to field.			
Complexity / Span of Control	Work varies and somewhat difficult but limited in scope.			
Persuasion and Presentation	Communicate basic information with peers, customers, and management. Able to articulate and substantiate own point of view to peers and supervisors.			
Customer Relationships / Applications	Understanding of target customer base and applications. Cooperation and interaction across stakeholders, typically internal.			
Additional Qualities	Professional attitude and able to instill confidence when working with others.			
Behaviors	Able to complete assigned tasks, ask questions as needed, and report progress.			
Preferred Experiences	Industrial Control Systems Industrial Instrumentation AutoCAD or similar CAD			

See appendix for Required Training [R] & Preferred Training [P]

SYSTEMS SERVICE

LEVEL II

YOKOGAWA

Job Titles	Technical Support Specialist (TAC) Training Instructor	Field Service Specialist (FSE)	Service Engineer (PJT/APP/Res.) Advanced Process Control Engineer	ICSS Network and Security Engineer
Education & Experience	BS Eng or other relevant discipline, and 2+ yrs exp, or 4-5 yrs exp.		BS Eng or other relevant discipline, and 2+ yrs exp.	
Technical Skills / Tools	Proficient in relevant/technologically advanced tools. Strong computer skills and basic understanding of industrial networks.		Proficient in relevant/technologically advanced tools. Strong computer skills and basic understanding of industrial networks.	
Leadership / Management	Works independent. Takes inititative within limits set by supervision. Able to receive constructive feedback and/or coaching, and respond appropriately.		Works independent. Takes inititative within limits set by supervision. Able to receive constructive feedback and/or coaching, and respond appropriately.	
Work Demands	*Fast-paced, interrupt-driven, Call Handling Center, dispatch to industrial production environment, dverse weather or walking long distances. Visually inspect components (including discoloration). Travel <15%-25%. Lift < 50 lbs. *Routine dispatching to industrual production environment, adverse weather or walking long distances. Visually inspect components (including discoloration). Travel <20%-30%. Lift < 50 lbs. *Product training and course development, with occassional dispatch to industrual production environment, adverse weather or walking long distances. Travel <70%-80%. Lift < 50 lbs.		*Design and assembly oriented project group with occassional dispatch to industrial production environment,adverse weather or walking long distances. Visually inspect components (including discoloration). *Travel <20%-30%. Lift < 50 lbs. *Industrial Network Design and troubleshooting, with routine dispatch to industrual production environment, sometimes subject to adverse weather or walking long distances. Visually inspect components (including discoloration). *Travel <60%-80%. Lift < 50 lbs. *Design, implementation, and testing advanced control applications, with periodic dispatch to industrual production environment, sometimes subject to adverse weather or walking long distances. Visually inspect components (including discoloration). *Travel <40%-60%. Lift < 50 lbs.	
Problem Solving	Posesses strong analytical and problem solving skills related to field. Begin to see the potential effect of decisions.		Posesses strong analytical and problem solving skills related to field. Begin to see the potential effect of decisions	
Complexity / Span of Control	Varied and somewhat difficult but intermediate in scope. Ability to recommend optional solutions is limited.		Varied and somewhat difficult but intermediate in scope. Ability to recommend optional solutions is limited.	
Persuasion and Presentation	Communicate technical details with peers, customers, and management. Developing ability to persuade and influence others. Able to articulate and substantiate own point of view to peers and supervisors.		Communicate technical details with peers, customers, and management. Developing ability to persuade and influence others. Able to articulate and substantiate own point of view to peers and supervisors.	
Customer Relationships / Applications	Basic understanding of target customer base and applications. Demonstrate cooperation and interaction across stakeholders. Beginning to understand potential impact with future business.		Basic understanding of target customer base and applications. Demonstrate cooperation and interaction across stakeholders. Beginning to understand potential impact with future business.	
Additional Qualities	Professional attitude and able to instill confidence when working with others.		Professional attitude and able to instill confidence when working with others.	
Behaviors	Able to complete assigned tasks, ask questions as needed, and report , with growing understanding of theory specific to area of specialty.		Able to complete assigned tasks, ask questions as needed, and report , with growing understanding of theory specific to area of specialty.	
Preferred Experiences	Industrial Control Systems Industrial Instrumentation AutoCAD or similar CAD		Industrial Control Systems Industrial Instrumentation AutoCAD or similar CAD	

See appendix for Required Training [R] & Preferred Training [P]

SYSTEMS SERVICE

LEVEL III

YOKOGAWA

Job Titles	Technical Support Specialist (TAC) Training Instructor	Field Service Specialist (FSE)	Service Engineer (PJT/APP/Res.) Advanced Process Control Engineer	ICSS Network and Security Engineer
Education & Experience	BS Eng or other relevant discipline, and 5+ yrs exp, or 8-10 yrs exp.		BS Eng or other relevant discipline, and 5+ yrs exp.	
Technical Skills / Tools	Proficient in relevant/technologically advanced tools. Strong computer skills and basic understanding of industrial networks. Conduct internal technical training.		Proficient in relevant/technologically advanced tools. Strong computer skills and basic understanding of industrial networks. Conduct internal technical training.	
Leadership / Management	Provides guidance and work direction to team members. Takes inititative and identifies solutions to complex issues. Able to give and receive constructive feedback and/or coaching, and respond appropriately.		Provides guidance and work direction to team members. Takes inititative and identifies solutions to complex issues. Able to give and receive constructive feedback and/or coaching, and respond appropriately.	
Work Demands	*Fast-paced, interrupt-driven, Call Handling Center, dispatch to industrual production environment, dverse weather or walking long distances. Visually inspect components (including discoloration). Travel <20%-30%. Lift < 50 lbs. *Routine dispatching to industrual production environment, adverse weather or walking long distances. Visually inspect components (including discoloration). Travel <70%-80%. Lift < 50 lbs. *Product training and course development, with occassional dispatch to industrual production environment, adverse weather or walking long distances. Travel <15%-25%. Lift < 50 lbs.		*Design and assembly oriented project group with occassional dispatch to industrual production environment,adverse weather or walking long distances. Visually inspect components (including discoloration). Travel <20%-30%. Lift < 50 lbs. * Industrial Network Design and troubleshooting, with routine dispatch to industrual production environment, sometimes subject to adverse weather or walking long distances. Visually inspect components (including discoloration). Travel <60%-80%. Lift < 50 lbs. *Design, implementation, and testing advanced control applications, with periodic dispatch to industrual production environment, sometimes subject to adverse weather or walking long distances. Visually inspect components (including discoloration). Travel <40%-60%. Lift < 50 lbs.	
Problem Solving	Applies advanced analytical and problem solving. Understands the potential effect of decisions.		Applies advanced analytical and problem solving. Understands the potential effect of decisions.	
Complexity / Span of Control	Work under minimal supervision, able to plan own work and work of others. Accomplish varied and complex tasks with the ability to discover issues and recommend solutions.		Work under minimal supervision, able to plan own work and work of others. Accomplish varied and complex tasks with the ability to discover issues and recommend solutions.	
Persuasion and Presentation	Communicate technical details with peers, customers, and management. Participate in the preparation of proposals. Able to persuade and influence through product demonstrations, delivery of proposals, presentations, and reports.		Communicate technical details with peers, customers, and managemen. Participate in the preparation of proposals. Able to persuade and influence through product demonstrations, delivery of proposals, presentations, and reports.	
Customer Relationships / Applications	Knowledge of target customer base and applications. Have developed relationships with key accounts and understand potential impact with future business. Leads typical projects.		Knowledge of target customer base and applications. Have developed relationships with key accounts and understand potential impact with future business. Leads typical projects.	
Additional Qualities	Professional attitude and able to instill confidence when working with others.		Professional attitude and able to instill confidence when working with others.	
Behaviors	Works independently on assignments involving varied and complex issues, solve/make modifications to tasks/project as needed in order to accomplish goals within budget and on time. Able to complete the work and effectively transfer knowledge to other employees or clients.		Works independently on assignments involving varied and complex issues, solve/make modifications to tasks/project as needed in order to accomplish goals within budget and on time. Able to complete the work and effectively transfer knowledge to other employees or clients.	
Preferred Experiences	Industrial Control Systems Industrial Instrumentation AutoCAD or similar CAD		Industrial Control Systems Industrial Instrumentation AutoCAD or similar CAD	

See appendix for Required Training [R] & Preferred Training [P]

SYSTEMS SERVICE

LEVEL IV-V

YOKOGAWA

Job Titles	Technical Support Specialist (TAC)	Field Service Specialist (FSE)	Service Engineer (PJT/APP/Res.)	ICSS Network and Security Engineer
	Training Instructor		Advanced Process Control Engineer	Service Engineering Manager
			Project Manager I, II, III	

	Technical Support Specialist (TAC) / Training Instructor	Field Service Specialist (FSE) / Service Engineer (PJT/APP/Res.) / Advanced Process Control Engineer / Project Manager I, II, III / ICSS Network and Security Engineer / Service Engineering Manager
Education & Experience	BS Eng or other relevant discipline, and 8+ yrs exp lvl 4, 10+ yrs lvl 5, or 12-15 yrs exp.	BS Eng or other relevant discipline, and 8+ yrs exp lvl 4, 10+ yrs lvl 5.
Technical Skills / Tools	Advanced understanding of relevant/technologically advanced tools. Strong computer skills and basic understanding of industrial networks. Conduct internal technical training. Identifies opportunities in the market and outline to Sales channel.	Advanced understanding of relevant/technologically advanced tools. Strong computer skills and basic understanding of industrial networks. Conduct internal technical training. Identifies opportunities in the market and outline to Sales channel.
Leadership / Management	Ability to coach and mentor others. Provides guidance/work direction to team members and leads or supervises groups. Takes inititative and identifies solutions to complex issues. Able to give and receive constructive feedback and/or coaching, and respond appropriately.	Ability to coach and mentor others. Provides guidance/work direction to team members and leads or supervises groups. Takes inititative and identifies solutions to complex issues. Able to give and receive constructive feedback and/or coaching, and respond appropriately.
Work Demands	*Fast-paced, interrupt-driven, Call Handling Center, dispatch to industrual production environment, dverse weather or walking long distances. Visually inspect components (including discoloration). Travel <20%-30%.Lift < 50 lbs. *Routine dispatching to industrual production environment, adverse weather or walking long distances. Visually inspect components (including discoloration). Travel <70%-80%. Lift < 50 lbs. * Product training and course development, with occassional dispatch to industrual production environment, adverse weather or walking long distances. Travel <15%-25%. Lift < 50 lbs.	*Design and assembly oriented project group with occassional dispatch to industrual production environment,adverse weather or walking long distances. Visually inspect components (including discoloration). Travel <20%-30%. Lift < 50 lbs. *Industrial Network Design and troubleshooting, with routine dispatch to industrual production environment, sometimes subject to adverse weather or walking long distances. Visually inspect components (including discoloration). Travel <60%-80%. Lift < 50 lbs. *Design, implementation, and testing advanced control applications, with periodic dispatch to industrual production environment, sometimes subject to adverse weather or walking long distances. Visually inspect components (including discoloration). Travel <40%-60%. Lift < 50 lbs. *Service department management, with periodic dispatch to industrual production environment, sometimes subject to adverse weather or walking long distances. Visually inspect components (including discoloration). Travel <30%-50%. Lift < 50 lbs.
Problem Solving	Applies advanced analytical and problem solving, anticipating the effect of decisions.	Applies advanced analytical and problem solving, anticipating the effect of decisions.
Complexity / Span of Control	Plans and conducts/supervise work of self and team. Has ability to lead project team and subcontractors. Participate in cross-functional collaboration.	Plans and conducts/supervise work of self and team. Has ability to lead project team and subcontractors. Participate in cross-functional collaboration.
Persuasion and Presentation	Strong abiility to communicate. Outlines proposals, provides product demonstrations, discuss applications and concepts, and persuade customers and sales channels on complex matters.	Strong abiility to communicate. Outlines proposals, provides product demonstrations, discuss applications and concepts, and persuade customers and sales channels on complex matters.
Customer Relationships / Applications	Senior level knowledge of target customer base and applications. Recognized as a functional expert and thought leader, providing consultation to others in the application of engineering practices. Identifies potential applications on site and present to customer. Maintains relationships with selected number of key accounts. Leads large/complex projects.	Senior level knowledge of target customer base and applications. Recognized as a functional expert and thought leader, providing consultation to others in the application of engineering practices. Identifies potential applications on site and present to customer. Maintains relationships with selected number of key accounts. Leads large/complex projects.
Additional Qualities	Professional attitude, able to instill confidence when working with others, and able to motiviate others to excel.	Professional attitude, able to instill confidence when working with others, and able to motiviate others to excel.
Behaviors	Works independtly on assignments involving more varied and complex issues. Able to solve and make modifications to tasks/project as needed in order to accomplish goals within budget and on time. Able to complete the work and effectively transfer what they know to other employees or clients.	Works independtly on assignments involving more varied and complex issues. Able to solve and make modifications to tasks/project as needed in order to accomplish goals within budget and on time. Able to complete the work and effectively transfer what they know to other employees or clients.
Preferred Experiences	ndustrial Control Systems Industrial Instrumentation AutoCAD or similar CAD	Industrial Control Systems Industrial Instrumentation AutoCAD or similar CAD

See appendix for Required Training [R] & Preferred Training [P]

SYSTEMS SERVICE

LEVEL VI

YOKOGAWA

Job Titles				
Technical Support Specialist (TAC)	Field Service Specialist (FSE)	ICSS Network and Security Engineer	Advanced Process Control Engineer
Service Engineer (PJT/APP/Res.)	Training Instructor	Service Engineering Manager	Regional Service Manager

Education & Experience

*BS Eng or other relevant discipline, and 2+ yrs exp, or 4-5 yrs exp.

* BS degree in Engineering or other relevant discipline and 15+ years of related experience, or at least 15-20 years experience in related business.

Technical Skills / Tools

Senior level technical skills/tools and ability to identify weaknesses in the staff through analytics and continued evaluations. Ability to identify opportunities in the market and outline to Sales channel.

Leadership / Management

Ability to coach and mentor others. Provides guidance and work direction to team members and leads or supervises work groups. Takes inititative and identifies solutions to complex issues. Able to give and receive constructive feedback and/or coaching, and respond appropriately.

Work Demands

Technical Support Specialist (TAC)
Fast-paced, interrupt-driven, Call Handling Center, dispatch to industrual production environment, dverse weather or walking long distances. Visually inspect components (including discoloration).
Travel <20%-30%
Lift < 50 lbs

Field Service Specialist (FSE)
Routine dispatching to industrual production environment, adverse weather or walking long distances. Visually inspect components (including discoloration).
Travel <70%-80%
Lift < 50 lbs

Service Engineer (PJT/APP/Res.)
Design and assembly oriented project group with occassional dispatch to industrual production environment,adverse weather or walking long distances. Visually inspect components (including discoloration).
Travel <20%-30%
Lift < 50 lbs

Training Instructor
Product training and course development, with occassional dispatch to industrual production environment, adverse weather or walking long distances.
Travel <15%-25%
Lift < 50 lbs

ICSS Network and Security Engineer
Industrial Network Design and troubleshooting, with routine dispatch to industrual production environment, sometimes subject to adverse weather or walking long distances. Visually inspect components (including discoloration).
Travel <60%-80%
Lift < 50 lbs

Advanced Process Control Engineer *
Design, implementation, and testing advanced control applications, with periodic dispatch to industrual production environment, sometimes subject to adverse weather or walking long distances. Visually inspect components (including discoloration).
Travel <40%-60%
Lift < 50 lbs

Service Engineering Manager
Service department management, with periodic dispatch to industrual production environment, sometimes subject to adverse weather or walking long distances. Visually inspect components (including discoloration).
Travel <30%-50%
Lift < 50 lbs

Problem Solving

Utilize systemic thinking to solve complex problems, fully understanding the effect of decisions on a department level. Ability to analyze data and construct monthly forecast.

Complexity / Span of Control

Proactively sets priorities related to complex situations having organizational impact. Contributions are primarily consultative. May be involved in guiding strategies.

Persuasion and Presentation

Seasoned ability to inform and persuade on complex matters, anticipating concerns and issues in timely manner. Ability to communicate in both oral and written format is critical.

Customer Relationships / Applications

Seasoned leadership abilities. Ensures cooperation and interaction across stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding projects.

Additional Qualities

Professional attitude, able to instill confidence when working with others, and able to motiviate others to excel.

Behaviors

Able to define component tasks / assignments and motivate others to accomplish goals within budget and on time. Good mentoring and caoching skills.

Preferred Experiences

Industrial Control Systems
Industrial Instrumentation
AutoCAD or similar CAD

See appendix for Required Training [R] & Preferred Training [P]



Manufacturing & Distribution

MANUFACTURING & DISTRIBUTION

LEVEL I

YOKOGAWA

Job Titles	Manufacturing Engineer I	Quality Assurance Engineer I	Calibration Engineer I
Education & Experience	BS Eng or relevant discipline <2 yr exp. MS Eng or relevant discipline <1 yr exp.	BS, IE, ME, EE or relevant discipline <2 yr exp. MS, IE, ME, EE or relevant discipline <1 yr exp.	BS, EE, ME or relevant discipline <2 yr exp. MS, EE, ME or relevant discipline <1 yr exp.
Technical Skills / Tools	Understanding of manufacturing processes/materials & able to apply knowledge to develop and/or improve manufacturing process.	Knowledge and experience with quality testing tools and procedures. Application of best practices for quality.	Knowledge and experience in the use of calibration tools. Understanding of measurement requirements and the use of statistics.
Leadership / Management	Ability to work with others and/or lead, receive constructive feedback and/or coaching, and repsond appropriately.	Ability to work with others and/or lead, receive constructive feedback and/or coaching, and repsond appropriately.	Ability to work with others and/or lead, receive constructive feedback and/or coaching, and repsond appropriately.
Work Demands	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.
Problem Solving	Possess high level of problem solving and analytical skills.	Possesses a high level of problem-solving and analytical skills to find defects, determine root cause and solution.	Possess high level of problem solving and analytical skills.
Complexity / Span of Control	Under supervision, work varies from straight-forward to difficult and short-term to long-term projects.	Under supervision, work varies from straight-forward to difficult and short-term to long-term projects.	Under supervision, work varies from straight-forward to difficult and short-term to long-term projects.
Persuasion and Presentation	Ability to collect, interpret and present data to peers, customers, and management. Provides manufacturing decision making info by determining costs for production, labor and materials as well as production capability.	Ability to collect, interpret and present data to peers, customers, and management. Understands statistics for quality improvement and is able to identify testing methods and sample plans for maintaining/ improving quality.	Ability to collect, interpret and present data to peers, customers, and management. Understands statistics for calibration and is able to identify testing methods.
Customer Relationships / Applications	Demonstrates familiarity of products and provides consistent cooperation in projects, regularly takes the initiative.	Demonstrates consistent cooperation in projects, and regularly takes the initiative.	Demonstrates consistent cooperation in projects, and regularly takes the initiative.
Additional Qualities	Demonstrate cooperation and interaction across stakeholders with similar goals, typically internal.	Demonstrate cooperation and interaction across stakeholders with similar goals, typically internal.	Demonstrate cooperation and interaction across stakeholders with similar goals, typically internal.
Behaviors	Professional, Cooperative, Respectful.	Professional, Cooperative, Respectful.	Professional, Cooperative, Respectful.
Preferred Experiences	Fundamental ideas of ME and EE, with concrete experience in the engineering field related to area of study.	Fundamental ideas of ME and EE, with concrete experience in the engineering field related to area of study. Familiarity with Audits, and relevant YCA procedures related to quality assurance.	Highly familiar with calibration instrumentation operations, processes and the technology used.

See appendix for Required Training [R] & Preferred Training [P]

MANUFACTURING & DISTRIBUTION

LEVEL II

YOKOGAWA



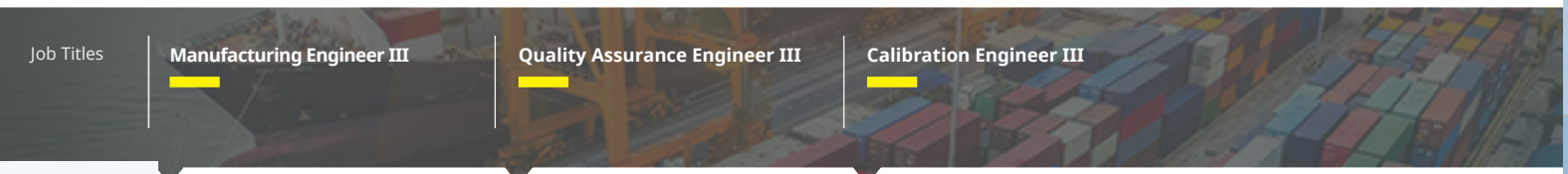
Job Titles	Manufacturing Engineer II	Quality Assurance Engineer II	Calibration Engineer II
Education & Experience	BS Eng or relevant discipline 2+ yr exp. MS Eng or relevant discipline 1+ yr exp.	BS, IE, ME or EE or relevant discipline 2+ yr exp. MS, IE, ME, EE or elevant discipline 1+ yr exp.	BS, EE, ME or relevant discipline 2+ yr exp. MS, EE, ME or relevant discipline 1+ yr exp.
Technical Skills / Tools	Fully proficient in use of relevant/technologically advanced technical tools related to discipline.	Fully proficient in use of relevant/technologically advanced business sys & technical tools related to discipline.	Fully proficient in use of relevant/technologically advanced business sys & technical tools related to all Calibrations, AutoCal Programs, and ISO17025.
Leadership / Management	Ability to work with others and/or lead. Ability to receive constructive feedback and/or coaching, and repsond appropriately.	Ability to work with others and/or lead. Ability to receive constructive feedback and/or coaching, and repsond appropriately.	Ability to work with others and/or lead. Ability to receive constructive feedback and/or coaching, and repsond appropriately.
Work Demands	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.
Problem Solving	Possesses strong analytical and problem solving skills.	Possesses strong analytical and problem solving skills.	Possesses strong analytical and problem solving skills.
Complexity / Span of Control	Under supervision, work varies from straight-forward to difficult and short-term to long-term projects. Limited ability to recommend optional theories and solutions.	Under supervision, work varies from straight-forward to difficult and short-term to long-term projects. Limited ability to recommend optional theories and solutions.	Under supervision, work varies from straight-forward to difficult and short-term to long-term projects. Limited ability to recommend optional theories and solutions.
Persuasion and Presentation	Ability to collect, interpret and present data to peers, customers, and management. Provides manufacturing decision making info by determining costs for production, labor and materials as well as production capability.Has ability to lead project teams.	Ability to collect, interpret and present data to peers, customers, and management. Understands statistics for quality improvement & able to identify testing methods & sample plans for maintaining/improving quality.	Communicate ideas and concepts, developing the ability to persuade and influence others as needed.
Customer Relationships / Applications	Knows customer type attracted to Yokogawa instruments , and possesses deeper knowledge of products, services and their applications.	Knows customer type attracted to Yokogawa manufactured products and the level of quality they seek.	Knows customer type attracted to Yokogawa manufactured products, and possesses deeper knowledge of products and their applications.
Additional Qualities	Demonstrate cooperation and interaction across stakeholders with similar goals, typically internal.	Demonstrate cooperation and interaction across stakeholders with similar goals, typically internal.	Demonstrate cooperation and interaction across stakeholders with similar goals, typically internal.
Behaviors	Professional, Cooperative, Respectful, Demonstrates Initiative, Quality-Oriented, Detail-Oriented, Practical-minded.	Demonstrates Initiative, Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded.	Demonstrates Initiative, Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded.
Preferred Experiences	Firm grasp with manufacturing processes and advanced methods toward process improvement and optimization.	Experience with testing for product and process quality.	Experience with basic instrument calibration and the relevance of national standards.

See appendix for Required Training [R] & Preferred Training [P]

MANUFACTURING & DISTRIBUTION

LEVEL III

YOKOGAWA



Job Titles	Manufacturing Engineer III	Quality Assurance Engineer III	Calibration Engineer III
Education & Experience	BS Eng or relevant discipline 5+ yr exp. MS Eng or relevant discipline 3+ yr exp.	BS, IE, ME, EE or relevant discipline 5+ yr exp. MS, IE, ME, EE or relevant disciplines 3+ yr exp.	BS, EE, ME relevant discipline 5+ yr exp. MS, EE, ME relevant discipline 3+ yr exp.
Technical Skills / Tools	Advanced understanding of relevant/technologically advanced technical tools related to discipline. Ability to troubleshoot and assist with systems & tools.	Advanced understanding of relevant/technologically advanced business sys & technical tools related to discipline. Ability to troubleshoot issues with systems & tools.	Advanced understanding of relevant/technologically advanced business sys & technical tools related to discipline. Ability to troubleshoot issues with systems & tools.
Leadership / Management	Ability to give and receive constructive feedback and/or coaching, respond appropriately, and lead small work teams.	Ability to give and receive constructive feedback and/or coaching, respond appropriately, and lead small work teams.	Ability to give and receive constructive feedback and/or coaching, respond appropriately, and lead small work teams.
Work Demands	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.
Problem Solving	Advanced analytical and problem solving. Understands the potential effect of decisions.	Advanced analytical and problem solving. Understands the potential effect of decisions.	Advanced analytical and problem solving. Understands the potential effect of decisions.
Complexity / Span of Control	Min. supervision, ability to plan work for self & others, accomplish varied/complex tasks with the ability to discover issues and recommend solutions.	Min. supervision, ability to plan work for self & others, accomplish varied/complex tasks with the ability to discover issues and recommend solutions.	Min. supervision, ability to plan work for self & others, accomplish varied/complex tasks with the ability to discover issues and recommend solutions.
Persuasion and Presentation	Communicate ideas & concepts, through persuation & influence by participating in the prep & delivery of proposals, presentations & reports. Able to lead teams.	Communicate ideas & concepts, through persuation & influence by participating in the prep & delivery of proposals, presentations & reports. Able to lead teams.	Communicate ideas & concepts, through persuation & influence by participating in the prep & delivery of proposals, presentations & reports. Able to lead teams.
Customer Relationships / Applications	Knows customer type attracted to Yokogawa instruments/services, and possesses intermediary knowledge of instrument applications.	Knows customer type attracted to Yokogawa manufactured products and the level of quality they seek.	Knows customer type attracted to Yokogawa M&TE equipment, and posseses intermediary knowledge of M&TE equipment in applications.
Additional Qualities	Cooperation and interaction across diverse internal & external stakeholders, managing familiar and less challenging and/or critical projects.	Cooperation and interaction across diverse internal & external stakeholders, managing familiar and less challenging and/or critical projects.	Cooperation and interaction across diverse internal & external stakeholders, managing familiar and less challenging and/or critical projects.
Behaviors	Professional, Cooperative, Respectful, Demonstrates Initiative, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven.	Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven.	Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven.
Preferred Experiences	Experience in identification & resolve of weaknesses in mfg. processes, CAD softwares, FAE, shipping judgements, Tokuchus, & with the Yokogawa instruments they support.	Experience in identification & resolve of weaknesses in mfg. processes, FAE, shipping judgements, Tokuchus, Failure Analysis, RCA, ISO Compliance, Corrective and Preventive Actions, Audits, & relevant YCA procedures related to quality assurance.	Experience with ISO Compliance, Audits, NIST, Yokogawa M&TE instruments, relevant Yokogawa calibration procedures/instructions, and MET/CAL Calibration Management Software.

See appendix for Required Training [R] & Preferred Training [P]

MANUFACTURING & DISTRIBUTION

LEVEL IV

YOKOGAWA

Job Titles	Manufacturing Engineer IV	Quality Assurance Engineer IV	Calibration Engineer IV
Education & Experience	BS Eng or other relevant discipline 8+ yr exp. MS Eng or other relevant discipline 6+ yr exp.	BS, IE, ME, EE or relevant discipline 8+ yr exp. MS, IE, ME, EE or relevant disciplines 6+ yr exp.	BS Eng or other relevant discipline 8+ yr exp. MS Eng or other relevant discipline 6+ yr exp.
Technical Skills / Tools	Advanced analytical & problem solving, anticipating effect of decisions.	Advanced analytical & problem solving, anticipating effect of decisions.	Advanced analytical & problem solving, anticipating effect of decisions.
Leadership / Management	Ability to coach, mentor and lead work groups.	Ability to coach, mentor and lead work groups.	Ability to coach, mentor and lead work groups.
Work Demands	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.
Problem Solving	Ability to identify & recommend sys and technical tool improvements.	Ability to identify & recommend sys and technical tool improvements.	Ability to identify & recommend sys and technical tool improvements.
Complexity / Span of Control	Ability to plan, conduct, and may supervise work of self and others, lead project teams, business unit, or dept., participate in cross-functional collaboration.	Ability to plan, conduct, and may supervise work of self and others, lead project teams, business unit, or dept., participate in cross-functional collaboration.	Ability to plan, conduct, and may supervise work of self and others, lead project teams, business unit, or dept., participate in cross-functional collaboration.
Persuasion and Presentation	Strong ability to inform/persuade on complex matters through preparation & delivery of proposals, presentations & reports, collaboration with clients & management.	Strong ability to inform/persuade on complex matters through preparation & delivery of proposals, presentations & reports, collaboration with clients & management.	Strong ability to inform/persuade on complex matters through preparation & delivery of proposals, presentations & reports, collaboration with clients & management.
Customer Relationships / Applications	Knows customer type attracted to Yokogawa products, services and possesses expert knowledge of instrument applications.	Knows customer type attracted to Yokogawa manufactured products, and the level of quality they seek.	Knows customer type attracted to Yokogawa M&TE equipment, and posseses expert knowledge of M&TE equipment in applications.
Additional Qualities	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or critical projects.	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or critical projects.	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or critical projects.
Behaviors	Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven, Strong communicator, Resourceful, Favors abstractions,Business Acumen.	Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven, Strong communicator, Resourceful.	Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven, Strong communicator, Resourceful, Favors abstractions.
Preferred Experiences	Experienced with the identification (and resolvement) of weaknesses in manufacturing processes, CAD softwares, FAE, shipping judgements, Tokuchus, and has experience with Yokogawa instruments.	Expert with identification (and resolvement) of weaknesses in manufacturing processes, FAE, shipping judgements, Tokuchus,Failure Analysis, RCA, ISO Compliance, Corrective and Preventive Actions, Audits, and relevant YCA procedures related to quality assurance.	Has experience with ISO Compliance, Audits, NIST, Yokogawa M&TE instruments, relevant Yokogawa calibration procedures/instructions, and MET/CAL Calibration Management Software.

See appendix for Required Training [R] & Preferred Training [P]

MANUFACTURING & DISTRIBUTION

LEVEL V

YOKOGAWA

Job Titles	Quality Control Manager I Manufacturing Engineering Manager I	Manufacturing Engineer V	Quality Assurance Engineer V	Calibration Engineer V
Education & Experience	BS Eng or other relevant discipline 10+ yr exp. MS Eng or other relevant discipline 8+ yr exp. Work credit may be credited for a PhD.	BS Eng or other relevant discipline 10+ yr exp. MS Eng or other relevant discipline 8+ yr exp. Work credit may be credited for a PhD.	BS, IE, ME or EE or other relevant discipline 10+ yr exp. MS, IE, ME, EE or other relevant discipline 8+ yr exp. Work credit may be credited for a PhD.	BS Eng or other relevant discipline 10+ yr exp. MS Eng or other relevant discipline 8+ yr exp. Work credit may be credited for a PhD.
Technical Skills / Tools	Applies/develops technical skills & provides technical expertise to projects & other initiatives.	Advanced analytical & problem solving, anticipating effect of decisions.	Advanced analytical & problem solving, anticipating effect of decisions.	Advanced analytical & problem solving, anticipating effect of decisions.
Leadership / Management	Ability to coach, mentor, teach, develop and lead multi-discipline teams.	Ability to coach, mentor, teach, develop and lead multi-discipline teams.	Ability to coach, mentor, teach, develop and lead multi-discipline teams.	Ability to coach, mentor, teach, develop and lead multi-discipline teams.
Work Demands	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.
Problem Solving	Utilizing systemic thinking to solve complex problems, understand the effect of decisions at a department or organizational level.	Utilizing systemic thinking to solve complex problems, understand the effect of decisions at a department or organizational level.	Utilizing systemic thinking to solve complex problems, understand the effect of decisions at a department or organizational level.	Utilizing systemic thinking to solve complex problems, understand the effect of decisions at a department or organizational level.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical.	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical.	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical.	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical.
Persuasion and Presentation	Seasoned ability to inform and persuade on complex matters comes from recognition as subject matter expert. Utilized on the most complex and difficult problems.	Seasoned ability to inform and persuade on complex matters comes from recognition as subject matter expert. Utilized on the most complex and difficult problems.	Seasoned ability to inform and persuade on complex matters comes from recognition as subject matter expert. Utilized on the most complex and difficult problems.	Seasoned ability to inform and persuade on complex matters comes from recognition as subject matter expert. Utilized on the most complex and difficult problems.
Customer Relationships / Applications	Consistently communicates multiple level ideas to array of audiences, hosts project meetings with high probability of successes, manufacturing ops via plant tours.	Knows customer type attracted to Yokogawa products, services and possesses expert knowledge of instrument applications.	Knows customer type attracted to Yokogawa manufactured products, and the level of quality they seek.	Knows customer type attracted to Yokogawa M&TE equipment, and posseses expert knowledge of M&TE equipment in applications.
Additional Qualities	Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or projects.	Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or critical projects.	Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or critical projects.	Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or critical projects.
Behaviors	Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven, Strong communicator, Resourceful, Favors abstractions, Effective Project Decision Making.	Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven, Strong communicator, Resourceful, Favors abstractions, Business Acumen.	Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven, Strong communicator, Resourceful.	Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven, Strong communicator, Resourceful, Favors abstractions.
Preferred Experiences	Experience with PM, extensive knowledge of certifications and standards related to most Yokogawa products.	Experienced with the identification (and resolvement) of weaknesses in manufacturing processes, CAD softwares, FAE, shipping judgements, Tokuchus, and has experience with Yokogawa instruments.	Expert with identification (and resolvement) of weaknesses in manufacturing processes, FAE, shipping judgements, Tokuchus,Failure Analysis, RCA, ISO Compliance, Corrective and Preventive Actions, Audits, and relevant YCA procedures related to quality assurance.	Has experience with ISO Compliance, Audits, NIST, Yokogawa M&TE instruments, relevant Yokogawa calibration procedures/ instructions, and MET/CAL Calibration Management Software.

See appendix for Required Training [R] & Preferred Training [P]

MANUFACTURING & DISTRIBUTION

LEVEL VI

YOKOGAWA



Job Titles	Manufacturing Engineering General Manager II	GM Manufacturing II
Education & Experience	BS Eng or relevant discipline 12+ yr exp. MS Eng or relevant discipline 11+ yr exp. Work credit may be credited for a PhD.	BS Eng or relevant discipline 12+ yr exp. MS Eng or relevant discipline 11+ yr exp in BPCS Design and Implementation. Work credit may be credited for a PhD.
Technical Skills / Tools	Applies/develops technical skills & provides technical expertise to projects &other initiatives.	Applies/develops technical skills & provides technical expertise to projects &other initiatives.
Leadership / Management	Ability to coach, mentor, teach, develop & lead multi-discipline teams.	Ability to coach, mentor, teach, develop & lead multi-discipline teams.
Work Demands	Travel < 10%. Lift < 50lbs.	Travel < 10%. Lift < 50lbs.
Problem Solving	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact.	Plans and conducts and may supervise work of self and others. Has ability to lead project teams, business unit, or department. May participate in cross-functional collaboration.
Persuasion and Presentation	Seasoned ability to inform and persuade on complex matters. Recognized as subject matter expert. Assigned to most complex and difficult problems.	Seasoned ability to inform and persuade on complex matters. Recognized as subject matter expert. Assigned to most complex and difficult problems.
Customer Relationships / Applications	Consistently communicates multiple level ideas to array of audiences, hosts project meetings with high probability of successes, manufacturing ops via plant tours.	Consistently communicates multiple level ideas to array of audiences, hosts project meetings with high probability of successes, manufacturing ops via plant tours.
Additional Qualities	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.	Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or critical projects.
Behaviors	Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven, Strong communicator, Resourceful, Favors abstractions, Effective Project Decision Making.	Professional, Cooperative, Respectful, Quality-Oriented, Detail-Oriented, Practical-minded, Data-driven, Strong communicator, Resourceful, Favors abstractions, Effective Project Decision Making.
Preferred Experiences	Managerial experience over manufacturing engineering at YCA, possesses extensive knowledge over manufacturing processes, procedures, and YHQ documentation.	Managerial experience over the manufacturing department, quality assurance department, and TDLS engineering department at YCA, as well as with the daily matters involved within these departments.

See appendix for Required Training [R] & Preferred Training [P]



Product Marketing

PRODUCT MARKETING

LEVEL I

YOKOGAWA

Job Titles

Product Manager I

Education & Experience	BS in Eng, physical science or equivalent exp. in tech related field. Prior exp. Desired.
Technical Skills / Tools	Able to applied what was learned while in school to a real world environment. Ability to learn the technical aspects of assigned product line and how the product is applied.
Leadership / Management	Supervision without continual guidance. Able to receive constructive feedback and/or coaching, & respond appropriately.
Work Demands	Travel: 25%. Lift < 50 lbs.
Problem Solving	Utilize basic analytical & problem solving skills related to field. Basic understanding of financial aspects.
Complexity / Span of Control	Supervised. Difficulty of work may vary with min. scope.
Persuasion and Presentation	Communicate basic information with peers, customers, and management. Persuasion is limited. Excellent written & communications skills.
Customer Relationships / Applications	Understanding of target customer base & applications. Understand context for product use, problems & frustrations.
Additional Qualities	Demonstrate cooperation/interaction across stakeholders with similar goals, typically internal.
Behaviors	Customer Focus. Respect. Gratitude. Value Creation. Professional Responsibility. Collaboration Initiative. Integrity. Team Work.
Preferred Experiences	Internships or school projects related to Yokogawa/industry specific technologies.

"Start where you are. Use what you have. Do what you can."

- ARTHUR ASHE

See appendix for Required Training [R] & Preferred Training [P]

PRODUCT MARKETING

LEVEL I I

YOKOGAWA



Job Titles

Product Manager II

Education & Experience	BS in Eng, physical science or equivalent exp. in tech related field. 3+ yr practical exp.
Technical Skills / Tools	Thorough technical knowledge of product design, key features, competitive comparison, applications, target markets, & strengths/weaknesses of assigned product compared to major competitors.
Leadership / Management	Ability to give & receive constructive feedback and/or coaching, & respond appropriately.
Work Demands	Travel: 25%. Lift < 50 lbs.
Problem Solving	Strong analytical & problem solving skills related to field. Sees the potential effect of decisions & basic understanding of the financial aspects.Capable of managing product line to achieve financial plan.
Complexity / Span of Control	Supervised, work may vary. Somewhat difficult but limited in scope. Ability to recommend optional theories & solutions is limited.
Persuasion and Presentation	Communicate ideas & concepts, developing the ability to persuade & influence others as needed. Excellent written & communications skills.
Customer Relationships / Applications	Understanding of target customer base and applications. Understand context for product use, problems and frustrations. Understanding of the business drivers from the customers point of view.
Additional Qualities	Demonstrate cooperation /interaction across stakeholders with similar goals, typically internal & external.
Behaviors	Customer Focus. Respect. Gratitude. Value Creation. Professional Responsibility. Collaboration Initiative. Integrity. Team Work.
Preferred Experiences	Strategy, responsibility of product roadmap creation, execution of product plans, prioitization, & customer experience.

> "If we did all the things we are capable of, we would literally astound ourselves."
>
> - THOMAS EDISON

See appendix for Required Training [R] & Preferred Training [P]

PRODUCT MARKETING

LEVEL III

YOKOGAWA



Job Titles

Product Manager III

Education & Experience	BS in Eng, physical science or equivalent exp. in tech related field. 5+ yr practical exp. Addt'l Masters of Business Administration (MBA) degree preferred.
Technical Skills / Tools	Advanced technical knowledge of product design, key features, competitive comparison, applications, target markets, & strengths/weaknesses of assigned product compared to major competitors.
Leadership / Management	Ability to give & receive constructive feedback and/or coaching, respond appropriately & lead small work teams.
Work Demands	Travel: 25%. Lift < 50 lbs.
Problem Solving	Applies advanced analytical & problem solving skills. Understands the potential effect of decisions & financial aspects of business. Capable of building & presenting a financial plan.
Complexity / Span of Control	Min. supervision, ability to plan work for self & others, accomplishes varied/complex tasks, discovers issues & recommend solutions.
Persuasion and Presentation	Strategy, responsibility of product roadmap creation, execution of product plans, prioitization, & customer experience. Excellent written & communications skills.
Customer Relationships / Applications	High level understanding of target customer base and applications. Understand context for product use, problems and frustrations Establishes business relationships with key customers. Active member of industry associations.
Additional Qualities	Cooperation/interaction across diverse internal & external stakeholders, managing familiar & less challenging and/or critical projects.
Behaviors	Customer Focus. Respect. Gratitude. Value Creation. Professional Responsibility. Collaboration Initiative. Integrity. Team Work.
Preferred Experiences	Strategy, responsibility of product roadmap creation, execution of product plans, prioitization, & customer experience. Full life cycle of Product Management. Good project management skills.

"There is nothing impossible to him who will try."

- ALEXANDER THE GREAT

See appendix for Required Training [R] & Preferred Training [P]

PRODUCT MARKETING

LEVEL IV

YOKOGAWA



Job Titles | **Product Manager IV**

Education & Experience	BS in Eng, physical science or equivalent exp. in tech related field. 10+ yr practical exp. Addt'l Masters of Business Administration (MBA) degree preferred.
Technical Skills / Tools	Expert technical knowledge of product design, key features, competitive comparison, applications, target markets, & strengths/weaknesses of assigned product compared to major competitors.
Leadership / Management	Ability to coach, mentor &lead work groups.
Work Demands	Travel: 25%. Lift < 50 lbs.
Problem Solving	Applies advanced analytical &problem solving, anticipating the effect of decisions. Understands/anticipates external market factors & how they may impact the companies financial plan.
Complexity / Span of Control	Plans, conducts & may supervise work of self/others. Leads project teams, business unit, department, or cross-functional.
Persuasion and Presentation	Strong ability to inform/persuade on complex matters through preparation & delivery of proposals, presentations & reports, collaboration with clients & management. Excellent written & communications skills.
Customer Relationships / Applications	Expert level understanding of target customer base and applications. Understand context for product use, problems and frustrations Maintains business relationships with key customers. Active member of industry associations.
Additional Qualities	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or critical projects.
Behaviors	Strategy, responsibility of product roadmap creation, execution of product plans, prioitization, & customer experience. Full life cycle of Product Management. Good project management & people management skills.
Preferred Experiences	Strategy, responsibility of product roadmap creation, execution of product plans, prioitization, & customer experience. Full life cycle of Product Management. Good project management & people management skills.

"Brevity is the soul of wit."

- WILLIAM SHAKESPEARE

See appendix for Required Training [R] & Preferred Training [P]

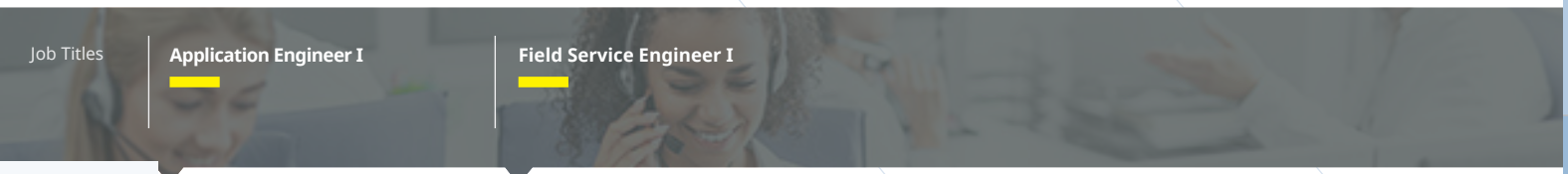


Sales Support

SALES SUPPORT

LEVEL I

YOKOGAWA



Job Titles	Application Engineer I	Field Service Engineer I
Education & Experience	BS Eng or other relevant discipline & <2 yrs relevant exp. MS Eng or other relevant discipline & <1 yr relevant exp.	
Technical Skills / Tools	Basic understanding of relevant & technologically advanced business sys, technical tools related to field.	
Leadership / Management	Gives & receives constructive feedback and/or coaching, & respond appropriately.	
Work Demands	Travel < 30-50%. Lift < 50lbs.	
Problem Solving	Utilize basic analytical & problem solving skills.	
Complexity / Span of Control	Supervised. Difficulty of work may vary with minimum scope.	
Persuasion and Presentation	Communicate basic information with peers, customers, and management. Persuasion is limited.	
Customer Relationships / Applications	Understanding of target customer base & applications. Cooperation/interaction across stakeholders.	
Additional Qualities	Professional attitude & able to instill confidence when working with others.	
Behaviors	Able to complete assigned tasks, ask questions as needed, & report progress.	
Preferred Experiences	Industrial Control Systems, Industrial Instrumentation.	

> "And suddenly you know: it's time to start something new and trust the magic of new beginnings."
>
> - MEISTER ECKHART

See appendix for Required Training [R] & Preferred Training [P]

SALES SUPPORT

LEVEL II

YOKOGAWA

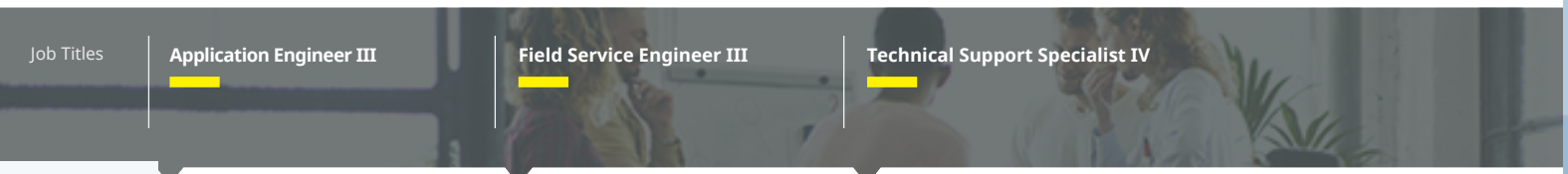
Job Titles	Application Engineer II	Field Service Engineer II	Technical Support Specialist III
Education & Experience	BS Eng or other relevant discipline & 2+ yrs relevant exp. MS Eng or other relevant discipline & 1+ yr relevant exp.		Assc/Tech Degree desirable & 5+ yrs exp in control systems, PLC or SCADA.
Technical Skills / Tools	Fully proficient in use of relevant/ technologically advanced business sys & technical tools.		Fully proficient in use of relevant/ technologically advanced business sys & technical tools.
Leadership / Management	Gives & receives constructive feedback and/or coaching, & respond appropriately.		Gives & receives constructive feedback and/or coaching, & respond appropriately.
Work Demands	Travel < 30-50%. Lift < 50lbs.		Travel < 30-50%. Lift < 50lbs.
Problem Solving	Possesses strong analytical and problem solving skills related to field. Sees the potential effect of decisions.		Possesses strong analytical and problem solving skills related to field. Sees the potential effect of decisions.
Complexity / Span of Control	Supervised, work may vary. Somewhat difficult but limited in scope. Ability to recommend optional theories & solutions is limited.		Supervised, work may vary. Somewhat difficult but limited in scope. Ability to recommend optional theories & solutions is limited.
Persuasion and Presentation	Communicate ideas & concepts, developing the ability to persuade/influence others.		Communicate ideas & concepts, developing the ability to persuade/influence others.
Customer Relationships / Applications	Understanding of target customer base & applications. Demonstrate cooperation/interaction across stakeholders. Understands potential impact with future business.		Understanding of target customer base & applications. Demonstrate cooperation/interaction across stakeholders. Understands potential impact with future business.
Additional Qualities	Professional attitude & able to instill confidence when working with others.		Professional attitude & able to instill confidence when working with others.
Behaviors	Able to complete assigned tasks, ask questions as needed, and report , with growing under-standing of theory specific to area of specialty.		Able to complete assigned tasks, ask questions as needed, and report , with growing understanding of theory specific to area of specialty.
Preferred Experiences	Industrial Control Systems, Industrial Instrumentation. *Industrial Control Systems, Industrial Instrumentation, AutoCAD or similar CAD.		Industrial Control Systems, Industrial Instrumentation and Analyzers.

See appendix for Required Training [R] & Preferred Training [P]

SALES SUPPORT

LEVEL III

YOKOGAWA



Job Titles	Application Engineer III	Field Service Engineer III	Technical Support Specialist IV
Education & Experience	BS Eng or other relevant disciplines & 5+ yrs exp or MS Eng or other relevant disciplines & 3+ yrs exp in BPCS Design & implementation. Work credit may be credited for a PhD.		Assc/Tech Degree desirable & 7+ yrs exp in control systems, PLC or SCADA.
Technical Skills / Tools	Advanced understanding of relevant/technologically advanced business sys, technical tools & troubleshooting.		Fully proficient in use of relevant/ technologically advanced business sys & technical tools.
Leadership / Management	Ability to give/receive constructive feedback and/or coaching, & respond appropriately. Lead small work teams.		Ability to give/receive constructive feedback and/or coaching, & respond appropriately.
Work Demands	Travel < 25%. Lift < 50lbs. *Travel < 30-50%. Lift < 50lbs.		Travel < 30-50%. Lift < 50lbs.
Problem Solving	Applies advanced analytical & problem solving, understands potential effect of decisions.		Possesses strong analytical & problem solving skills. Sees the potential effect of decisions.
Complexity / Span of Control	Min. supervision, ability to plan work for self & others, accomplishes varied/complex tasks, discovers issues and recommend solutions.		Supervised, work may vary. Somewhat difficult but limited in scope. Ability to recommend optional theories & solutions is limited.
Persuasion and Presentation	Communicate ideas & concepts, through persuation & influence by participating in the prep & delivery of proposals, presentations & reports.		Communicate ideas & concepts, developing the ability to persuade/influence others as needed.
Customer Relationships / Applications	Knowledge of target customer base & applications. Developed relationships with key accounts & understand potential impact with future business. Leads typical projects.		Knowledge of target customer base & applications. Developed relationships with key accounts & understand potential impact with future business. Leads typical projects.
Additional Qualities	Professional attitude & able to instill confidence when working with others.		Demonstrate cooperation/interaction across stakeholders with similar goals, typically internal.
Behaviors	Works independently on assignments involving varied and complex issues, solve/make modifications to tasks/project as needed in order to accomplish goals within budget & on time. Able to complete the work and effectively transfer knowledge to other employees or clients.		Works independently on assignments involving varied and complex issues, solve/make modifications to tasks/project as needed in order to accomplish goals within budget and on time. Able to complete the work & effectively transfer knowledge to other employees or clients.
Preferred Experiences	Industrial Control Systems, Industrial Instrumentation.		Industrial Control Systems, Industrial Instrumentation and Analyzers.

See appendix for Required Training [R] & Preferred Training [P]

SALES SUPPORT

LEVEL IV

YOKOGAWA

Job Titles	Application Engineer IV	Field Service Engineer IV	Technical Support V
Education & Experience	BS Eng or other relevant disciplines & 8+ yrs exp or MS Eng or other relevant disciplines & 6+ yrs exp in BPCS Design & implementation. Work credit may be credited for a PhD.		Assc/Tech Degree desirable & 10+ yrs exp in control systems, PLC or SCADA.
Technical Skills / Tools	Applies advanced analytical & problem solving, anticipating the effect of decisions.		Applies advanced analytical & problem solving, anticipating the effect of decisions.
Leadership / Management	Ability to coach, mentor & lead work groups.		Ability to coach, mentor & lead work groups.
Work Demands	Travel < 30-50%. Lift < 50lbs.		Travel < 30-50%. Lift < 50lbs.
Problem Solving	Ability to identify & make recommendations for system & technical tool improvements.		Ability to identify & make recommendations for system & technical tool improvements. SME of of the products under one respponsibility.
Complexity / Span of Control	Plans, conducts & may supervise work of self/others. Leads project teams, business unit, department, or cross-functional.		Plans, conducts & may supervise work of self/others. Leads project teams, business unit, department, or cross-functional.
Persuasion and Presentation	Strong ability to inform/persuade on complex matters through preparation & delivery of proposals, presentations & reports, collaboration with clients & management.		Strong ability to inform/persuade on complex matters through preparation & delivery of proposals, presentations & reports, collaboration with clients & management.
Customer Relationships / Applications	Sr level knowledge of target customer base & applications. Recognized as a functional expert, thought leader, providing consultation to others in the application of engineering practices. Identifies potential applications on site & present to customer. Maintains relationships with selected number of key accounts. Leads large/complex projects.		Sr level knowledge of target customer base & applications. Recognized as a functional expert, thought leader, providing consultation to others in the application of engineering practices. Identifies potential applications on site & present to customer. Maintains relationships with selected number of key accounts. Leads large/complex projects.
Additional Qualities	Ensures cooperation/ interaction across diverse stakeholders, often managing conflicting interests and/or demanding and/or critical projects.		Ensures cooperation/ interaction across diverse stakeholders, often managing conflicting interests and/or demanding and/or critical projects.
Behaviors	Able to make assignments & motivate others to accomplish goals within budget and on time. Good mentoring & coaching skills.		Able to make assignments & motivate others to accomplish goals within budget and on time. Good mentoring & coaching skills.
Preferred Experiences	Industrial Control Systems, Industrial Instrumentation.		Industrial Control Systems, Industrial Instrumentation and Analyzers.

See appendix for Required Training [R] & Preferred Training [P]

SALES SUPPORT

LEVEL V

YOKOGAWA



Job Titles

Sr. Technical Support Lead

Education & Experience	Assc/Tech Degree desirable & 14+ yrs exp in control systems, PLC or SCADA.
Technical Skills / Tools	Applies advanced analytical & problem solving, anticipating the effect of decisions.
Leadership / Management	Ability to coach, mentor, & lead work groups.
Work Demands	Travel < 30-50%. Lift < 50lbs.
Problem Solving	Ability to identify & make recommendations for sys & technical tool improvements.
Complexity / Span of Control	Plans, conducts & may supervise work of self & others. Able to lead project teams, business unit, department & participate in cross-functional collaboration.
Persuasion and Presentation	Strong ability to Inform/persuade on complex matters through preparation & delivery of proposals, presentations and reports, as well as collaboration with clients & management.
Customer Relationships / Applications	Sr level knowledge of target customer base & applications. Recognized as a functional expert, thought leader, providing consultation to others in the application of engineering practices. Identifies potential applications on site & present to customer. Maintains relationships with selected number of key accounts. Leads large/complex projects.
Additional Qualities	Seansoned ability to ensure cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or critical projects.
Behaviors	Able to define component tasks / assignments & motivate others to accomplish goals within budget and on time. Good mentoring and caoching skills.
Preferred Experiences	Industrial Control Systems, Industrial Instrumentation and Analyzers.

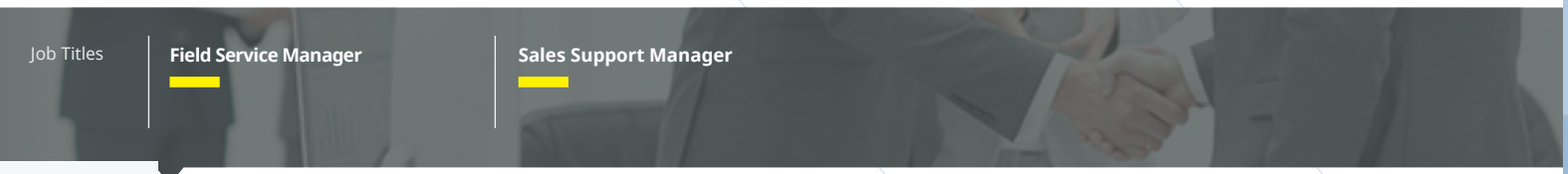
> "Only those that will risk going too far can possibly find out how far we can go."
>
> - T.S. ELIOT

See appendix for Required Training [R] & Preferred Training [P]

SALES SUPPORT

LEVEL VI

YOKOGAWA



Job Titles	Field Service Manager	Sales Support Manager

Education & Experience	BS Eng or other relevant disciplines & 14+ yrs exp or MS Eng or other relevant disciplines & 12+ yrs exp in BPCS Design & implementation. Work credit may be credited for a PhD. *Assc/Tech Degree desirable & 16+ yrs exp in control systems, PLC or SCADA.
Technical Skills / Tools	Applies, develops technical skills & provides technical expertise to projects & other initiatives.
Leadership / Management	Ability to coach, mentor, teach, develop & lead multi-discipline teams.
Work Demands	Travel < 30-50%. Lift < 50lbs.
Problem Solving	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial, involved in guiding strategies.
Persuasion and Presentation	Seasoned ability to inform/persuade on complex matters comes from recognition as subject matter expert. Utilized on the most complex & difficult problems.
Customer Relationships / Applications	Interface with, develop, & maintain professional relationships with executives, directors, project managers, and content experts in a collaborative environment.
Additional Qualities	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.
Behaviors	Able to define component tasks / assignments & motivate others to accomplish goals within budget and on time. Good mentoring & caoching skills.
Preferred Experiences	Industrial Control Systems, Industrial Instrumentation, AutoCAD or similar CAD.

> "Do not be too timid and squeamish about your actions. All life is an experiment."
>
> - RALPH WALDO EMERSON

See appendix for Required Training [R] & Preferred Training [P]



System Sales

SYSTEM SALES

LEVEL I

YOKOGAWA

Job Titles	Estimator II	Sales Analyst II
Education & Experience	BS in Eng, Math, or other relevant discipline <2 yr exp. Work experience may be credited.	BS in Business or Tech related field, <2 yrs in a sales environment is desired.
Technical Skills / Tools	Working knowledge of control systems in process automation, including networking, hard-ware & software components, engineering & integration. Basic understanding of full product line of process automation.	Possess proven sales support abilities, good analytical skills for business decision-making/ control, and exhibit exemplary personal and professional values & conduct.
Leadership / Management	Ability to receive constructive feedback and/or coaching, & repsond appropriately.	Ability to receive constructive feedback and/or coaching, & repsond appropriately.
Work Demands	Travel < 20%. Lift < 50lbs.	Travel < 20%. Lift < 50lbs.
Problem Solving	Utilize basic analytical & problem solving skills related to field.	Utilize basic analytical & problem solving skills related to field.
Complexity / Span of Control	Ability to work independently, under deadline pressure, & use judgment in proposal process.	Responsible, professional, mature, organized, require min. supervision & adaptable to change.
Persuasion and Presentation	Communicate basic information with peers, customers, and management. Persuasion is limited. Understanding of sales / marketing procedures, both technical & commercial proposal presentation.	Communicate basic information with peers, customers, and management. Persuasion is limited to articulating & substantiating own point of view to peers & supervisors.
Customer Relationships / Applications	Inter-departmental functions & relationship with regional areas. Capability to accurately interpret customer specifications & needs & apply the optimum technical solution using system's products.	Must be a team oriented and dedicated to total customer satisfaction. Requires a good working knowledge of all procedures.
Additional Qualities	Consistently demonstrates the ability to plan & execute, establish procedures, document, & set priorities.	Demonstrate cooperation & interaction across stakeholders with similar goals, typically internal.
Behaviors	Integrity. Team Work.	Integrity. Team Work.
Preferred Experiences	Exp. in Project execution process & proposal generation in accordance with those processes.	CRM like Microsoft or Salesforce.com desirable, ability to generate reports and analyze data.

See appendix for Required Training [R] & Preferred Training [P]

SYSTEM SALES

LEVEL II

YOKOGAWA

Job Titles	Estimator III	System Consultant I	Account Manager I
Education & Experience	BS in Eng, Math, or other relevant discipline & 2+ yr exp. Work experience may be credited.	BS Eng or other relevant discipline 2+ yrs exp. MS Eng or other relevant discipline <1 year exp.	BS Eng, Science, Business or other relevant discipline 2+ yrs exp. MBA in Mkt or other relevant discipline <1 yr exp.
Technical Skills / Tools	Working knowledge of control systems in process automation, including networking, hardware & software components, engineering & integration. Basic understanding of full product line of process automation.	DCS, Safety Instrument Systems, technical, sales, and/or mgmt using process control system applications & supervisor software, industry related processes & procedures for operations & mgmt.	Understands DCS, instrumentation, safety systems, applications or related level of understanding of process control environment.
Leadership / Management	Gives & receives constructive feedback and/or coaching, & respond appropriately.	Gives & receives constructive feedback and/or coaching, & respond appropriately.	Gives & receives constructive feedback and/or coaching, & respond appropriately.
Work Demands	Travel < 20%. Lift < 50lbs.	Travel < 30-50%. Lift < 50lbs.	Travel < 20-30%. Lift < 50lbs.
Problem Solving	Possesses strong analytical & problem solving skills & begins to see the potential effect of decisions.	ossesses strong analytical & problem solving skills & begins to see the potential effect of decisions.	Possesses strong analytical & problem solving skills & begins to see the potential effect of decisions.
Complexity / Span of Control	Ability to work independently, under deadline pressure, & use judgment in any phase of the proposal process.	Ability to work independently, under deadline pressure, & use judgment in any phase of the proposal process.	Ability to work independently, under deadline pressure, & use judgment in any phase of the proposal process.
Persuasion and Presentation	Communicate basic information with peers, customers, & mgmt. Persuasion limited to articulating /substantiating own point of view to peers & supervisors. Understanding of sales / marketing procedures, in technical & commercial proposal presentation.	Communicate ideas and concepts, developing the ability to persuade & influence others.	Communicate ideas and concepts, developing the ability to persuade & influence others.
Customer Relationships / Applications	Exp. with inter-departmental functions & relationship with regional areas. Capability to accurately interpret customer specifications & needs, & apply optimum technical solution using system's products.	Work with Sales Teams to craft solutions, support demonstrations, & scope projects w/ customers. Work with Mktg to drive product plans & communicate customer feedback.	Responsible for mgmt of sales & relationships with customers. Maintains existing relationships with client or group of clients for continued business. Professional & protects brand integrity.
Additional Qualities	Consistent ability to plan & execute, establish procedures, document, & set priorities.	Demonstrate cooperation & interaction across stakeholders with similar goals, typically internal.	Demonstrate cooperation & interaction across stakeholders with similar goals, typically internal.
Behaviors	Professional Responsibility. Collaboration. Initiative. Integrity. Team Work.	Professional Responsibility. Collaboration. Initiative. Integrity. Team Work.	Professional Responsibility. Collaboration.Initiative. Integrity. Team Work.
Preferred Experiences	Exp. in project execution process & proposal generation in accordance with those processes.	Exp. in planning & executing sales strategies & managing multiple demands & actions.	Exp. EPC, process automations solutions & services, & selling into existing or new markets.

See appendix for Required Training [R] & Preferred Training [P]

SYSTEM SALES

LEVEL III

YOKOGAWA



Job Titles	System Consultant II	Account Manager II
Education & Experience	BS Eng or other relevant discipline 5+ yrs exp. MS Eng or other relevant discipline 3+ yrs exp. Exp in Process Safety System and Safety Certification.	BS Eng, Science, Business or other relevant discipline 5+ yrs exp. MBA in Mkt or other relevant discipline 3+ yrs exp. Exp in the process control industry in selling solutions into chemical, fertilizer, or oil & gas industries.
Technical Skills / Tools	Exp. DCS, Safety Instrument Systems, technical, sales, and/or mgmt, using process control system applications & supervisor software, industry related processes & procedures for operations & mgmt.	Understands DCS, instrumentation, safety systems, applications or related level of understanding of process control environment.
Leadership / Management	Ability to give and receive constructive feedback and/or coaching, and respond appropriately. Ability to lead small work teams.	Ability to give and receive constructive feedback and/or coaching, and respond appropriately. Ability to lead small work teams.
Work Demands	Travel < 30-50%. Lift < 50lbs.	Travel < 20-30%. Lift < 50lbs.
Problem Solving	Applies advanced analytical & problem solving. Understands potential effect of decisions.	Applies advanced analytical & problem solving. Understands potential effect of decisions.
Complexity / Span of Control	Min. supervision, ability to plan work for self & others, accomplishes varied/complex tasks, discovers issues & recommend solutions. Independently plans & executes sales strategies with sales teams.	Min. supervision, ability to plan work for self & others, accomplishes varied/complex tasks, discovers issues & recommend solutions.
Persuasion and Presentation	Communicate ideas & concepts, persuading/influencing through preparation & delivery of proposals, presentations & reports.	Communicate ideas & concepts, persuading/influencing through preparation & delivery of proposals, presentations & reports.
Customer Relationships / Applications	Work with Sales Teams to craft solutions, support demonstrations, & scope projects w/ customers. Work with Mktg to drive product plans & communicate customer feedback.	Responsible for mgmt of sales & relationships with customers. Maintains existing relationships with client or group of clients for continued business. Professional & protects brand integrity.
Additional Qualities	Ensures cooperation/interaction across diverse internal & external stakeholders, often managing familiar and less challenging and/or critical projects.	Ensures cooperation/interaction across diverse internal & external stakeholders, often managing familiar and less challenging and/or critical projects.
Behaviors	Gratitude. Value Creation. Professional Responsibility. Collaboration. Initiative. Integrity. Team Work.	Gratitude. Value Creation. Professional Responsibility. Collaboration. Initiative. Integrity. Team Work
Preferred Experiences	Exp. in planning & executing sales strategies & managing multiple demands & actions.	Strategy implementation, organization of Account plans & delivery, selling into existing or new markets.

See appendix for Required Training [R] & Preferred Training [P]

SYSTEM SALES

LEVEL IV

YOKOGAWA



Job Titles	System Consultant III	Account Manager III
Education & Experience	BS Eng or other relevant discipline 7+ yrs exp. MS Eng or other relevant discipline 5+ yrs exp. Exp in Process Safety System and Safety Certification.	BS Eng, Science, Business or other relevant discipline 7+ yrs exp. MBA in Mkt or other relevant discipline 5+ yrs exp. Exp in the process control industry or equivalent Account Management skills.
Technical Skills / Tools	Exp. in DCS, Safety Instrument Systems, technical, sales, and/or management, using process control system applications & supervisor software, industry related processes & procedures for operations & management.	Ability to understand DCS, instrumentation, safety systems, applications or related level of understanding of process control environment.
Leadership / Management	Give/receive constructive feedback and/or coaching, respond appropriately, lead small work teams.	Give/receive constructive feedback and/or coaching, respond appropriately, lead small work teams.
Work Demands	Travel < 30-50%. Lift < 50lbs.	Travel < 20-30%. Lift < 50lbs.
Problem Solving	Applies advanced analytical, problem solving & understands potential effect of decisions.	Applies advanced analytical, problem solving & understands potential effect of decisions.
Complexity / Span of Control	Plans, conducts & may supervise work of self/others. Able to accomplish varied, complex tasks & discovers issues & recommends solutions. Works independently to plan & execute sales strategies with sales teams.	Min. supervision, ability to plan work for self & others, accomplishes varied/complex tasks, discovers issues and recommend solutions.
Persuasion and Presentation	Communicate ideas & concepts, through persuation & influence by participating in the prep & delivery of proposals, presentations & reports.	Communicate ideas & concepts, through persuation & influence by participating in the prep & delivery of proposals, presentations & reports.
Customer Relationships / Applications	Work with Sales Teams to craft solutions, demonstrations, & scope projects w/ customers. Work with Mktg to drive product plans & communicate customer feedback.	Responsible for mgmt of sales & relationships with customers. Maintains existing relationships with client or group of clients for continued business. Professional & protects brand integrity.
Additional Qualities	Cooperation & interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or critical projects.	Cooperation & interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or critical projects.
Behaviors	Customer Focus. Respect. Gratitude. Value Creation. Professional Responsibility. Collaboration. Initiative. Integrity. Team Work	Customer Focus. Respect. Gratitude. Value Creation. Professional Responsibility. Collaboration. Initiative. Integrity. Team Work
Preferred Experiences	Subject Matter Expert in Distributed Control Systems, development & promotion of solutions.	Strategy implementation, organization of Account plans & delivery, selling into existing or new markets.

See appendix for Required Training [R] & Preferred Training [P]

SYSTEM SALES

LEVEL V

YOKOGAWA

Job Titles	Proposal Manager I	Consulting Manager	Sales Support Manager I
Education & Experience	BS Eng or other relevant discipline 8+ yrs exp. MS Eng or other relevant discipline 7+ yrs exp. Exp in control systems sales, proposals or engineering, and min 1 yr in managemen .	BS Eng or other relevant discipline 10+ yrs exp. MS Eng or other relevant discipline 9+ yrs exp. Exp in Process Safety System, Safety Certification, control systems, & eng.	BS Eng, Business, 3+ yr exp selling & sales leadership ideally in the process automation market, 3+ yr exp calling on customers plant management, upper management and VP levels. MS Eng, Business, 1+ yr exp selling & sales leadership ideally in the process automation market, 1+ yr exp calling on customers plant management, upper management and VP levels.
Technical Skills / Tools	Applies and develops technical skills and provides technical expertise to projects and other initiatives. Technical knowledge of control systems in process automation, including networking, hardware and software components, engineering & integration, and project execution.	Applies and develops technical skills and provides technical expertise to projects and other initiatives. Technical knowledge of control systems in process automation, including networking, hardware and software components, engineering & integration, and project execution.	Applies and develops technical skills and provides technical expertise to projects and other initiatives. Technical knowledge of control systems in process automation, including networking, hardware and software components, engineering & integration, and project execution.
Leadership / Management	Ability to coach, mentor, teach, develop & lead multi-discipline teams is critical.	Ability to coach, mentor, teach and develop others is critical. Ability to lead multi-discipline teams.	Ability to coach, mentor, teach, develop & lead multi-discipline teams is critical.
Work Demands	Travel <20%. Lift < 50lbs.	Travel < 30-50%. Lift < 50lbs.	Travel < 30-50%. Lift < 50lbs.
Problem Solving	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.	Ability to effectively establish and maintain relationships at a high level with major customers.	Establishes relationships with large & strategically important customers; supports Account Managers through customer visits.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial. May be involved in guiding strategies.	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial. May be involved in guiding strategies.	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial. May be involved in guiding strategies.
Persuasion and Presentation	Seasoned ability to inform & persuade on complex matters, recognized as subject matter expert. Utilized on the most complex & difficult problems.	Seasoned ability to inform & persuade on complex matters, recognized as subject matter expert. Utilized on the most complex & difficult problems.	Seasoned ability to inform & persuade on complex matters, recognized as subject matter expert. Utilized on the most complex & difficult problems.
Customer Relationships / Applications	Interface with, develop, & maintain professional relationships with executives, directors, project managers, and content experts in a collaborative environment.	Ability to effectively establish and maintain relationships at a high level with major customers.	Establishes relationships with large & strategically important customers; supports Account Managers through customer visits.
Additional Qualities	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.
Behaviors	Leadership. Customer Focus. Respect. Gratitude. Value Creation. Professional Responsibility. Collaboration. Initiative. Integrity. Team Work	Leadership. Customer Focus. Respect. Gratitude. Value Creation. Professional Responsibility. Collaboration. Initiative. Integrity. Team Work	Leadership. Customer Focus. Respect. Gratitude. Value Creation. Professional Responsibility. Collaboration. Initiative. Integrity. Team Work
Preferred Experiences	Exp. developing & producing dynamic, compliant, & high-quality proposals, SOQs, RFQs, presentations, documents.	Subject Matter Expert in Distributed Control Systems, development & promotion of solutions, leading teams.	Exp. driving sales growth, order intake, calling on customer's plant management, upper management and VP levels.

See appendix for Required Training [R] & Preferred Training [P]

SYSTEM SALES

LEVEL VI

YOKOGAWA

Job Titles	Proposal Manager II	Sales Support Manager II
Education & Experience	BS Eng or other relevant discipline 15+ yrs exp., min 8+ yr exp in control systems sales, proposals or eng., & min 2 yrs in mgmt. MS Eng or other relevant discipline 14+ yrs exp., min 7+ yr exp in control systems sales, proposals or engineering, & min 1 yr in mgmt.	BS Eng, Business, 5+ yr exp selling & sales leadership ideally in the process automation market, 5+ yr exp calling on customers plant management, upper management and VP levels. MS Eng, Business, 3+ yr exp selling & sales leadership ideally in the process automation market, 3+ yr exp calling on customers plant management, upper management and VP levels.
Technical Skills / Tools	Applies & develops technical skills & provides technical expertise to projects & other initiatives.	Applies and develops technical skills and provides technical expertise to projects and other initiatives.
Leadership / Management	Ability to coach, mentor, teach & develop others is critical. Ability to lead multi-discipline teams.	Ability to coach, mentor, teach & develop others is critical. Ability to lead multi-discipline teams.
Work Demands	Travel <20%. Lift < 50lbs.	Travel < 30-50%. Lift < 50lbs.
Problem Solving	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial. May be involved in guiding strategies.	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial. May be involved in guiding strategies.
Persuasion and Presentation	Seasoned ability to inform & persuade on complex matters, recognized subject matter expert. Utilized on the most complex & difficult problems.	Seasoned ability to inform & persuade on complex matters, recognized subject matter expert. Utilized on the most complex & difficult problems.
Customer Relationships / Applications	Interface with, develop, & maintain professional relationships with executives, directors, project managers, and content experts in a collaborative environment.	Establishes relationships with large and strategically important customers; supports Account Managers through customer visits.
Additional Qualities	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.	Cooperation and interaction across diverse internal & external stakeholders, managing conflicting interests and/or demanding and/or projects.
Behaviors	People Developmen. Leadership. Customer Focus. Respect. Gratitude. Value Creation. Professional Responsibility. Collaboration. Initiative. Integrity. Team Work.	People Developmen. Leadership. Customer Focus. Respect. Gratitude. Value Creation. Professional Responsibility. Collaboration. Initiative. Integrity. Team Work.
Preferred Experiences	Exp. developing & producing dynamic, compliant, & high-quality proposals, SOQs, RFQs presentations, documents.	Exp. driving sales growth, order intake, development & leadership of a high performance sales team, calling on customer's plant management, upper management and VP levels.

See appendix for Required Training [R] & Preferred Training [P]

SYSTEM SALES

LEVEL VII

YOKOGAWA

Job Titles	Director, Sales Operations	Director, Proposals
Education & Experience	BS Eng or Business, 15+ yrs exp. in technical sales, Process Control industry or equivalent of proven success leading sales organizations & min. 2 yrs in mgmt.	BS Eng or relative experience. 15+ yrs industrial experience, min 8 yrs exp in control systems sales, proposals or eng, & >2 years mgmt.
Technical Skills / Tools	Develops skills/abilities for negotiations, strategies, costing, applies & develops technical skills and provides technical expertise to projects and other initiatives.	Develops skills/abilities for negotiations, strategies, costing, applies & develops technical skills and provides technical expertise to projects and other initiatives.
Leadership / Management	Ability to coach, mentor, teach, develop & lead multi-discipline teams is critical.	Ability to coach, mentor, teach, develop & lead multi-discipline teams is critical.
Work Demands	Travel < 30-50%. Lift < 50lbs.	Travel < 30-50%. Lift < 50lbs.
Problem Solving	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial. Responsilbe for providing guiding strategies.	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial. Responsilbe for providing guiding strategies.
Persuasion and Presentation	Seasoned ability to inform/persuade on complex matters as subject matter expert Leader. Utilized on the most complex & difficult problems.	Seasoned ability to inform/persuade on complex matters as subject matter expert Leader. Utilized on the most complex & difficult problems.
Customer Relationships / Applications	Ability to effectively establish and maintain relationships at a high level with major customers/channel partners.	Ability to effectively establish and maintain relationships at a high level with major customers.
Additional Qualities	Ensures cooperation & interaction across diverse internal & external stakeholders, primarily managing conflicting interests and/or demanding and/or projects.	Ensures cooperation & interaction across diverse internal & external stakeholders, primarily managing conflicting interests and/or demanding and/or projects.
Behaviors	Customer Focus. Drive For Results. Building Effective Teams. Motivating Others. Negotiating. Perseverance. Business Acumen. Presentation Skills. Sizing up People. Approachability.	People Development. Leadership. Customer Focus. Respect. Gratitude. Value Creation. Professional Responsibility. Collaboration. Initiative. Integrity. Team Work.
Preferred Experiences	Exp. leading "Change Management" in a sales organization, provide advise to sales, understand North American policies and ethical guidelines, maximizing product portfolio through "Demand Creation"	Exp. in mgmt including strong leadership, strategy making, execution, operational processes & procedures, cross communication & coordination skills. Prefer previous experience leading major organizational change activities related to the proposal process.

See appendix for Required Training [R] & Preferred Training [P]



Product Sales

PRODUCT SALES

LEVEL I

YOKOGAWA

Job Titles	Field Application Sales Specialist - Field Instruments	Field Application Sales Specialist - Analytical	Field Application Sales Specialist - Control Instruments
Education & Experience	BS Eng or relative discipline 1+ yrs exp, sales and forecasting.		
Technical Skills / Tools	Basic understanding of tools related to field/discipline.		
Leadership / Management	Ability to receive constructive feedback and/or coaching, and respond appropriately.		
Work Demands	Travel < 30-50%. Lift < 50lbs.		
Problem Solving	Strong analytical & problem solving skills.		
Complexity / Span of Control	Supervision, work varies & somewhat difficult/limited in scope.		
Persuasion and Presentation	Communicate limited product demonstrations and concepts, develop ability to persuade/influence others.		
Customer Relationships / Applications	Begin understanding of target customer base and applications.		
Additional Qualities	Use of CRM databases.		
Behaviors	Customer Focus , Integrity, Problem Solving.		
Preferred Experiences	FIBU - Explanation of principle, operations of Pressure, Temp, lvl, Flow and wireless. CIBU - Explanation of principle, operations of Recorders, Controllers, Data Acquisiton & PLCs. ABU - Explanation of principle, operations of L&G Analyzers, Gas Chromatographs, and Tunable Diode Laser Spectrometers.		

"Choose a job you love, and you will never have to work a day in your life."

- CONFUCIUS

See appendix for Required Training [R] & Preferred Training [P]

PRODUCT SALES

LEVEL II

YOKOGAWA



Job Titles	Field Application Sales Specialist - Field Instruments	Field Application Sales Specialist - Analytical	Field Application Sales Specialist - Control Instruments II
Education & Experience	BS Eng or relative discipline 2+ yrs exp, channel management, forecasting.		
Technical Skills / Tools	Basic understanding of tools related to field/discipline.		
Leadership / Management	Ability to receive constructive feedback and/or coaching, and respond appropriately.		
Work Demands	Travel < 30-50%. Lift < 50lbs.		
Problem Solving	Strong analytical, problem solving skills, see the potential effect of decisions.		
Complexity / Span of Control	Supervised. Work varies & somewhat difficult/limited in scope. Recommenations of optional theories & solutions is limited.		
Persuasion and Presentation	Communicate ideas and concepts, developing ability to persuade/influence others.		
Customer Relationships / Applications	Understanding of target customer base & applications. Ability to identify companies with future business impact and lead sales calls.		
Additional Qualities	Intermediated Experience with use of CRM databases.		
Behaviors	Professional Responsibility Initiative, Customer Focus, Integrity, Problem Solving.		
Preferred Experiences	Present on principle of operations and explanation of app, & explanation of secondary products: FIBU - P,T,L, Flow, & wireless Products. Flow sizing tool. CIBU - Recorders, Cont, DA, and PLCs. ABU - L&G Analyzers, GCs, and TDLS. Demonstrate products.		

> "I was smart enough to go through any door that opened."
>
> - JOAN RIVERS

See appendix for Required Training [R] & Preferred Training [P]

PRODUCT SALES

LEVEL III

YOKOGAWA

Job Titles	Field Application Sales Specialist - Field Instruments	Field Application Sales Specialist - Analytical	Field Application Sales Specialist - Control Instruments III
Education & Experience	BS Eng or relative discipline 5+ yrs exp, manage 3rd party sales channel, set sales forcast with support from RSM.		
Technical Skills / Tools	Fully proficient in use of relevant/ technologically advanced tools related to discipline, skills to train 3rd party sales channel.		
Leadership / Management	Ability to give and receive constructive feedback and/or coaching, and respond appropriately. Lead small work teams.		
Work Demands	Travel < 30-50%. Lift < 50lbs.		
Problem Solving	Applies advanced analytical and problem solving. Understands the potential effect of decisions.		
Complexity / Span of Control	Min. supervision, ability to plan work for self & others, accomplishes varied/complex tasks, discovers issues and recommend solutions.		
Persuasion and Presentation	Communicate ideas & concepts, through persuation & influence by participating in the prep & delivery of proposals, presentations & reports.		
Customer Relationships / Applications	Knowledge of target customer base and applications. Developed relationships with key accounts & lead sales calls.		
Additional Qualities	Use of CRM databases.		
Behaviors	Collaboration, Teamwork, Professional Responsibility, Initiative, Customer Focus, Integrity, Problem Solving.		
Preferred Experiences	Indepth presentation on principle of operations and explanation of app, demonstrate products, install & training channel partners: FIBU - P,T,L, Flow, & wireless Products. Flow sizing tool. Field Mate. CIBU - Recorders, Cont, DA, and PLCs. ABU - L&G Analyzers, GCs, and TDLS. Demonstrate products.		

"The best way to predict the future is to create it."

- ABRAHAM LINCOLN

See appendix for Required Training [R] & Preferred Training [P]

PRODUCT SALES

LEVEL IV

YOKOGAWA



Job Titles

Field Application Sales Specialist -
Field Instruments | Analytical | Control Instruments IV

Education & Experience	BS Eng or relative discipline 10+ yrs exp, manage 3rd party sales channel and set sales forecast, manage Target Account strategic plan and execute.
Technical Skills / Tools	Advanced understanding of relevant/technologically advanced tools, train 3rd party sales channel, set sales forecast, identify opportunities in market & outline to PMK.
Leadership / Management	Ability to coach, mentor and lead work groups.
Work Demands	Travel < 30-50%. Lift < 50lbs.
Problem Solving	Applies advanced analytical and problem solving, anticipating effect of decisions.
Complexity / Span of Control	Plans, conducts & may supervise work of self/others. Leads project teams, business unit, department, or cross-functional.
Persuasion and Presentation	Strong ability to inform/persuade on complex matters through preparation & delivery of proposals, presentations & reports, collaboration with clients & management.
Customer Relationships / Applications	Sr lvl knowledge of target customer base & applications. Ability to identify potential applications on site and present to customer, relationships with select number of key accounts.
Additional Qualities	Advanced use of CRM databases.
Behaviors	Value Creation, Collaboration, Teamwork, Professional Responsibility, Initiative, Customer Focus, Integrity, Problem Solving.
Preferred Experiences	Advanced presentation on principle of operations and explanation of apps, install, troubleshooting, product demo: FIBU - P, T, L, Flow, & wireless Products. Flow sizing tool. CIBU - P, T, L, Flow, & wireless Products. ABU - L&G Analyzers, GCs, and TDLS.

"Work to become, not to acquire."

- ELBERT HUBBARD

See appendix for Required Training [R] & Preferred Training [P]

PRODUCT SALES

LEVEL V

YOKOGAWA

Job Titles | **Regional Sales Manager I**

Education & Experience	BS Eng or relative discipline 10+ yrs exp. Able to recognize future issues in 3rd party sales channel, manage quarterly reviews with 3rd party sales channel, and mentor Junior FASS staff.
Technical Skills / Tools	Advanced understanding of relevant technologically advanced tools related discipline. Identifies weaknesses in the staff through analytics & continued evaluations.
Leadership / Management	Ability to coach, mentor & lead work groups.
Work Demands	Travel < 30-50%. Lift < 50lbs.
Problem Solving	Applies advanced analytical & problem solving, anticipating the effect of decisions. Ability to analyze data & construct monthly forecast.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical may be strategic.
Persuasion and Presentation	Advanced ability to Inform/ persuade on complex matters. Preparation & delivery of proposals, presentations & reports, as well as collaboration with clients & management.
Customer Relationships / Applications	Advanced lvl knowledge of target customer base & applications. Identifies potential applications on site and present to customer. Relationships with multiple key accounts.
Additional Qualities	Advanced experience with the use of CRM databases.
Behaviors	Leadership, Value Creation, Collaboration, Teamwork, Professional Responsibility, Initiative, Customer Focus, Integrity, Problem Solving.
Preferred Experiences	Advanced presentation on principle of operations and explanation of apps, install, troubleshooting, product demo: FIBU - P, T, L, Flow, & wireless Products. Flow sizing tool. CIBU - P, T, L, Flow, & wireless Products. ABU - L&G Analyzers, GCs, and TDLS.

> "It's not the days in your life, but the life in your days that counts."
>
> - BRIAN WHITE

See appendix for Required Training [R] & Preferred Training [P]

PRODUCT SALES

LEVEL VI

YOKOGAWA

Job Titles	Sr. Field Application Sales Specialist	Regional Sales Manager II
Education & Experience	BS Eng or relative discipline 15+ yrs exp. Able to recognize future issues in 3rd party sales channel, manage quarterly reviews with 3rd party sales channel, and mentor Junior & intermediate FASS staff.	
Technical Skills / Tools	Senior lvl technical skills/tools & ability to identify weaknesses in the staff through analytics & continued evaluations.	
Leadership / Management	Ability to coach, mentor, teach, develop & lead multi-discipline teams.	
Work Demands	Travel < 30-50%. Lift < 50lbs.	
Problem Solving	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level & analyze data & construct monthly forecast.	
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical and may be strategic.	
Persuasion and Presentation	Seasoned ability to inform/persuade on complex matters.	
Customer Relationships / Applications	Ensures cooperation and interaction across stakeholders both internal and external, often managing conflicting interests and/or demanding projects.	
Additional Qualities	Advanced use of CRM databases.	
Behaviors	*Leadership, Gratitude, Respect, Value Creation, Collaboration, Teamwork, Professional Responsibility, Initiative, Customer Focus, Integrity, Problem Solving.	
Preferred Experiences	FIBU, CIBU, ABU - Train other FASSs on Field Instruments. Discuss & analyze the competition.	

"You can't build a reputation on what you're going to do."

- CONFUCIUS

See appendix for Required Training [R] & Preferred Training [P]

PRODUCT SALES

LEVEL VII

YOKOGAWA



Job Titles

Regional Sales Manager III

Education & Experience	BS Eng or relative discipline 15+ yrs exp. MS Eng or relative discipline 12+ yrs exp. Work credit may be credited for PhD. Able to recognize future issues in 3rd party sales channel, manage quarterly reviews with 3rd party sales channel, & mentor Junior & Intermediate FASS staff.
Technical Skills / Tools	Applies, develops technical skills & provides technical expertise to projects & other initiatives.
Leadership / Management	Ability to coach, mentor, teach, develop & lead multi-discipline teams.
Work Demands	Travel < 30-50%. Lift < 50lbs.
Problem Solving	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical and may be strategic.
Persuasion and Presentation	Seasoned ability to inform and persuade on complex matters comes from recognition as subject matter expert. Utilized on the most complex and difficult problems.
Customer Relationships / Applications	Ensures cooperation and interaction across stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding projects.
Additional Qualities	Advanced use of CRM databases.
Behaviors	Leadership, People Development, Gratitude, Respect, Value Creation, Collaboration, Teamwork, Professional Responsibility, Initiative, Customer Focus, Integrity, Problem Solving.
Preferred Experiences	FIBU, CIBU, ABU - Train other FASSs on Field Instruments. Discuss and analyze the competition. Convey product limitations and sales impact if addressed.

"Passion is energy. Feel the power that comes from focusing on what excites you."

- OPRAH

See appendix for Required Training [R] & Preferred Training [P]

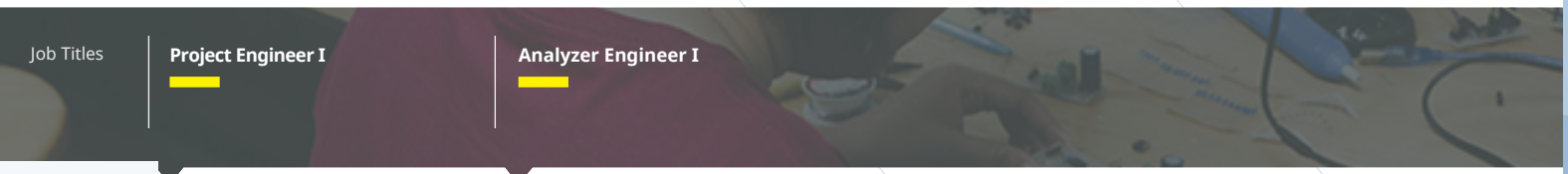


Analytical Service

ANALYTICAL SERVICE

LEVEL I

YOKOGAWA



Job Titles	Project Engineer I	Analyzer Engineer I
Education & Experience	BS Eng or other relative discipline & 2+ yr exp.	
Technical Skills / Tools	Basic understanding of relevant and tools related to field and discipline.	
Leadership / Management	Ability to receive constructive feedback and/or coaching, and repsondappropriately.	
Work Demands	Travel <5%. Lift < 50lbs.	
Problem Solving	Analytical and problem solving skills.	
Complexity / Span of Control	Supervised. Difficulty of work may vary with minimum scope.	
Persuasion and Presentation	Communicate limited product demonstrations and concepts, developing the ability to persuade and influence others.	
Customer Relationships / Applications	Beginning understanding of target customer base and applications.	
Additional Qualities	Use of CRM and analytical databases/software.	
Behaviors	Collaboration, Customer Focus, Problem Solving.	
Preferred Experiences	Give a basic explanation of the principle of operations of Liquid and Gas Analyzers, Gas Chromatographs, Sample Systems, and Tunable Diode Laser Spectrometers. Six Sigma and Project Management.	

> "I must admit that I personally measure success in terms of the contributions an individual makes to her or his fellow human beings."
>
> - MARGARET MEAD

See appendix for Required Training [R] & Preferred Training [P]

ANALYTICAL SERVICE LEVEL II

YOKOGAWA



Job Titles	Project Engineer II	Analyzer Engineer II
Education & Experience	BS Eng or other relative discipline & 2+ yr exp.	
Technical Skills / Tools	Basic understanding of relevant and technologically advanced tools related to field and discipline.	
Leadership / Management	Ability to give and receive constructive feedback and/or coaching, respond appropriately.	
Work Demands	Travel < 5%. Lift < 50lbs.	
Problem Solving	Posesses strong analytical and problem solving skills related to field. See the potential effect of decisions.	
Complexity / Span of Control	Supervised. Difficulty of work may vary, somewhat difficult with intermediate scope. Limited ability to recommend optional solutions.	
Persuasion and Presentation	Communicate ideas & concepts - developing persuation and influence skills.	
Customer Relationships / Applications	Basic understanding of target customer base and applications. Ability to identify companies with future business impact.	
Additional Qualities	Intermediate use of CRM and analytical databases/software.	
Behaviors	Collaboration, Customer Focus, Problem Solving, Analytical Thinking.	
Preferred Experiences	Give a presentation of the principle of operations of Liquid and Gas Analyzers, GCs, Sample Systems, and TDLS. Explain applications. Demonstrate the product. Give a basic explanation of secondary products. Performing assigned tasks for channel mgt & forecasting. Lead technical discussions.	

> “Desire! That’s the one secret of every man’s career. Not education. Not being born with hidden talents. Desire.”
>
> - JOHNNY CARSON

See appendix for Required Training [R] & Preferred Training [P]

ANALYTICAL SERVICE LEVEL III

YOKOGAWA

Job Titles	Project Engineer III	Analyzer Engineer III
Education & Experience	BS Eng or other relative discipline & 5+ yr exp.	
Technical Skills / Tools	Fully proficient in the use of relevant/technologically advanced tools related to field and discipline. Skilled to train 3rd party sales channel.	
Leadership / Management	Ability to give and receive constructive feedback and/or coaching, respond appropriately and lead small work teams.	
Work Demands	Travel < 5%. Lift < 50lbs.	
Problem Solving	Applies advanced analytical and problem solving. Understands the potential effect on decisions.	
Complexity / Span of Control	Minimal Supervision. Able to plan work for self and others and accomplish varied and complex tasks. Discovers issues and recommends solutions.	
Persuasion and Presentation	Communicate product demonstrations, applications and concepts, persuading and influencing customers and sales channel.	
Customer Relationships / Applications	Knowledge of target customer base and applications. Developed relationships with key accounts.	
Additional Qualities	Intermediate use of CRM and analytical databases/software. Ability to manage techical projects and justify solutions.	
Behaviors	Collaboration, Customer Focus, Problem Solving, Analytical Thinking, Conflict Resolution, Flexibility.	
Preferred Experiences	Give a deeper presentation of the principle of operations of Liquid and Gas Analyzers, GCs, Sample Systems, and TDLS. Explain applications. Demonstrate the product. Train Channel Partners. Six Sigma and Project Management.	

"My mission in life is not merely to survive, but to thrive: and to do so with some passion, some compassion, some humor, and some style."

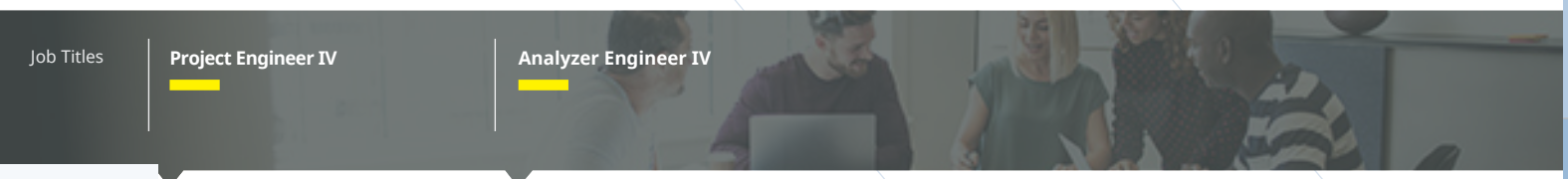
- MAYA ANGELOU

See appendix for Required Training [R] & Preferred Training [P]

ANALYTICAL SERVICE

LEVEL IV

YOKOGAWA



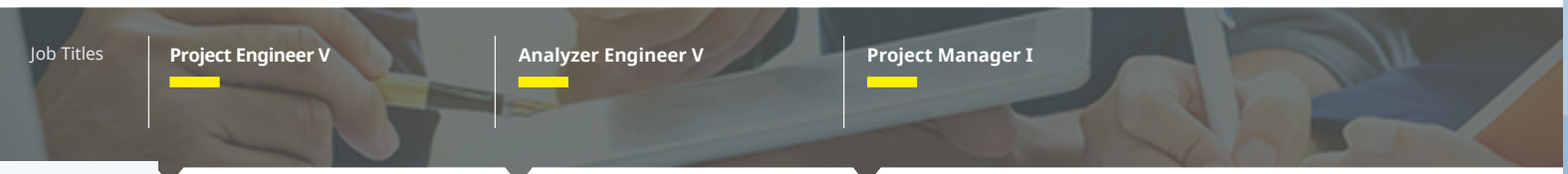
Job Titles	Project Engineer IV	Analyzer Engineer IV
Education & Experience	BS Eng or other relative discipline & 8+ yr exp.	
Technical Skills / Tools	Advanced understanding of the use of relevant and technologically advanced tools related to field and discipline. Skilled to train 3rd party sales channel. Ability to identify opportunities in the market and outline to PMK.	
Leadership / Management	Ability to coach and mentor others is important. Ability to lead work groups.	
Work Demands	Travel < 5%. Lift < 50lbs.	
Problem Solving	Advanced analytical and problem solving, anticipating the effect of decisions.	
Complexity / Span of Control	Plans and conducts and supervise work of self. Has ability to lead project team and manage 3rd party sales channel. May participate in cross-functional collaboration.	
Persuasion and Presentation	Strong abiility to communicate product demonstrations, applications and concepts, persuading customers and sales channels on complex matters.	
Customer Relationships / Applications	Senior level knowledge of target customer base and applications. Ability to identify potential applications on site and present to customer. Relationships with selected number of key accounts.	
Additional Qualities	Advanced use of CRM and analytical databases/software. Ability to manage technical projects and justify solutions. Ability to set deliverable milestones independetly. Make travel and budget decisions independently based on annual budget.	
Behaviors	Collaboration, Customer Focus, Problem Solving, Analytical Thinking, Conflict Resolution, Flexibility, Empowers Others.	
Preferred Experiences	Give an advanced presentation of the principle of operations of Liquid and Gas Analyzers, GCs, Sample Systems, and TDLS. Explain applications, installation, and troubleshooting. Product Demo. Six Sigma and Project Management.	

> "All you need in this life is ignorance and confidence, and then success is sure."
>
> - MARK TWAIN

See appendix for Required Training [R] & Preferred Training [P]

ANALYTICAL SERVICE LEVEL V

YOKOGAWA



Job Titles	Project Engineer V	Analyzer Engineer V	Project Manager I
Education & Experience	BS Eng or other relative discipline & 10< yr exp.		BS Eng 8+ yr exp / MS Eng 6+ yr exp / or other relative discipline & 6+ yr exp in BPCS Design and implementation. Work credit may be credited for a PhD.
Technical Skills / Tools	Senior level technical skills/tools and ability to identify weaknesses in the staff through analytics and continued evaluations.		Applies advanced analytical and problem solving, anticipating the effect of decisions.
Leadership / Management	Ability to coach, mentor, teach and develop others is critical. Ability to lead multi-discipline team.		Plans and conducts and may supervise work of self and others. Has ability to lead project teams, business unit, or department. May participate in cross-functional collaboration.
Work Demands	Travel < 10%. Lift < 50lbs.		Travel < 30-50%. Lift < 50lbs.
Problem Solving	Utilize systemic thinking to solve complex problems fully understanding the effect of decisions on a department level. Ability to analyze data and construct monthly forecast.		Ability to identify and make recommendations for system and technical tool improvements.
Complexity / Span of Control	Proactively sets priorities related to complex situations having organizational impact. Contributions are primarily consultative. May be involved in guiding strategies.		Responsible for providing uncompromising quality to all work processes in designated area of responsibility. Has the authority to stop work processes at any time it is believed quality is being compromised.
Persuasion and Presentation	Seasoned ability to inform and persuade on complex matters. Ability to communicate in both oral and written format is critical.		Good internal and external communications skill.
Customer Relationships / Applications	Ensures cooperation and interaction across stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding projects.		Ability to complete projects within budget and on schedule, while ensuring the customer's satisfaction.
Additional Qualities	Advanced use of CRM and analytical databases/software. Ability to recognize future issues in production capacity, staff planning, and quality control. Mentor Junior and Intermediate FASS staff.		Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or projects.
Behaviors	Collaboration, Customer Focus, Problem Solving, Analytical Thinking, Conflict Resolution, Flexibility, Empowers Others, Leadership, People Development.		Leadership, Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.
Preferred Experiences	Train other FASSs on Analyzers and sample systems. Discuss and analyze the competition.		Knowledge of Analyzers, with some limited management of engineering/technical staff.

See appendix for Required Training [R] & Preferred Training [P]

ANALYTICAL SERVICE

LEVEL VI

YOKOGAWA

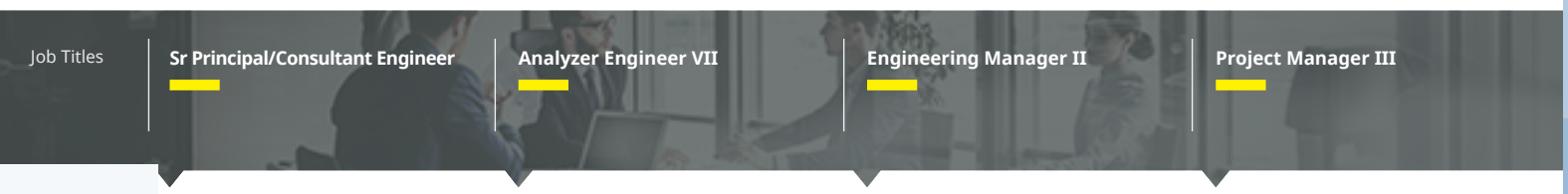


Job Titles	Principal/Consultant Engineer	Analyzer Engineer VI	Engineering Manager I	Project Manager II
Education & Experience	BS Eng or other relative discipline and 12+ yr exp.		BS Eng 12+yr exp/ MS Eng 11+ yr exp, Work credit may be credited for a PhD.	BS CS, Electrical, Mechanical Eng/similar degree. MBA desired. 7 - 15 yr exp in digital process control systems integration.
Technical Skills / Tools	Sr level technical skills/tools and ability to identify weaknesses in the staff/processes through analytics and continued evaluations.		Applies and develops technical skills and provides technical expertise to projects and other initiatives.	Develops skills/abilities for negotiations, including strategies, costing, scheduling, etc. Understands YCA hardware and software deliverables. Basic Process Controls knowledge.
Leadership / Management	Ability to coach, mentor, teach and develop others is critical. Ability to lead multi-discipline team, including global teams.		Ability to coach, mentor, teach and develop others is critical. Ability to lead multi-discipline teams.	Demonstrates leadership qualities with project personnel, supports corporate EEO policies, conducts goal setting and performance reviews for assigned personnel. Responsible for development of personnel through training, coaching, and work assignments.
Work Demands	Travel < 20%. Participation in industry conferences/events. Lift < 50lbs.		Travel < 30-50%. Lift < 50lbs.	Travel < 50%. Lift < 50lbs.
Problem Solving	Systemic thinking to solve complex problems understanding the effect of decisions on a function level.		Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.	Negotiates changes/C.O's as required to meet YCA and customer goals, with supervisor approval on all critical changes.
Complexity / Span of Control	Proactively sets priorities related to complex situations having organizational impact. Contributions are primarily consultative. May be involved in guiding strategies.		Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial. May be involved in guiding strategies.	Works independently of supervisor in most cases; communicates results to management; solicits support/advice/assistance when required to ensure/protect contract activities are consistent with procedures and customer requirements.
Persuasion and Presentation	Seasoned ability to inform and persuade on complex matters.		Seasoned ability to inform and persuade on complex matters comes from recognition as subject matter expert. Utilized on the most complex and difficult problems. Ability to communicate in both oral and written format is critical.	Good internal and external communications skill.
Customer Relationships / Applications	Focuses on developing and maintaining customer base through strategic initiatives and project management techniques.		-	Ability to complete projects within budget and on schedule, while ensuring the customer's satisfaction.
Additional Qualities	Advanced use of CRM and analytical databases/software. Ability to analyze data and construct monthly forecast.		Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or projects.	Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or projects.
Behaviors	Collaboration, Customer Focus, Problem Solving, Analytical Thinking, Conflict Resolution, Flexibility, Empowers Others, Leadership, People Development, Decision Making.		People Development, Leadership, Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.	People Development, Leadership, Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.
Preferred Experiences	Ability to translate technical information into tangible business results. Guide and mentor specialists through the decision making process.Certified in Six Sigma and/or Project Management.		Ability to translate technical information into tangible business results. Guide and mentor specialists through the decision making process.Certified in Six Sigma and/or Project Management.	Management of engineering/technical staff.

See appendix for Required Training [R] & Preferred Training [P]

ANALYTICAL SERVICE LEVEL VII

YOKOGAWA



Job Titles	Sr Principal/Consultant Engineer	Analyzer Engineer VII	Engineering Manager II	Project Manager III
Education & Experience	BS degree in Engineering or other relevant disciplines and 14 or more years of experience or MS degree in Engineering or other relevant disciplines and 12 or more years of experience. Work credit may be credited for a PhD.	Typically BS degree in Engineering or other relative discipline and 12+ years of experience in related business. Same ability recognized in Lead position. Ability to recognize future issues in production management, staff management, and quality control systems. Mentor Junior and Intermediate FASS staff.	BS degree in Engineering or other relevant disciplines and 14 or more years of experience or MS degree in Engineering or other relevant disciplines and 12 or more years of experience. Work credit may be credited for a PhD.	BS CS, Electrical, Mechanical Eng/similar degree. MBA desired. 12 - 20 yr exp in digital process control systems integration.
Technical Skills / Tools	Senior level technical skills/tools and ability to identify weaknesses in the staff/processes through analytics and continued evaluations.	Senior level technical skills/tools and ability to identify weaknesses in the staff/processes through analytics and continued evaluations.	Applies and develops technical skills and provides technical expertise to projects and other initiatives.	Develops skills/abilities for negotiations, including strategies, costing, scheduling, etc. Understands YCA hardware and software deliverables. Basic Process Controls knowledge.
Leadership / Management	Ability to coach, mentor, teach and develop Junior and FASS staff is critical. Ability to lead multi-discipline teams, including global teams.	Ability to coach, mentor, teach and develop others is critical. Ability to lead multi-discipline team, including global teams.	Ability to coach, mentor, teach and develop others is critical. Ability to lead multi-discipline teams.	Demonstrates leadership qualities with project personnel, supports corporate EEO policies, conducts goal setting and performance reviews for assigned personnel. Responsible for development of personnel through training, coaching, and work assignments.
Work Demands	Travel < 20%. Participation in industry conferences/events. Lift < 50lbs.	Travel < 20%. Participation in industry conferences/events. Lift < 50lbs.	Travel < 30-50%. Lift < 50lbs.	Travel < 50%. Lift < 50lbs.
Problem Solving	Utilize systemic thinking to solve complex problems fully understanding the effect of decisions on a department level. Ability to analyze data and construct monthly forecast.	Utilize systemic thinking to solve complex problems fully understanding the effect of decisions on a department level. Ability to analyze data and construct monthly forecast.	Utilizing systemic thinking to solve complex problems fully understanding the effect of decisions at a department or organizational level.	Negotiates changes/C.O's as required to meet YCA and customer goals, with supervisor approval on all critical changes.
Complexity / Span of Control	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial. May be involved in guiding strategies.	Proactively sets priorities related to complex situations having organizational impact. Contributions are primarily consultative. May be involved in guiding strategies.	Proactively sets priorities related to complex situations having multi-project and/or organizational impact. Contributions are primarily technical rather than managerial. May be involved in guiding strategies.	Works independently of supervisor in most cases; communicates results to management; solicits support/advice/assistance when required to ensure/protect contract activities are consistent with procedures and customer requirements.
Persuasion and Presentation	Seasoned ability to inform and persuade on complex matters comes from recognition as subject matter expert. Utilized on the most complex and difficult problems. Ability to communicate in both oral and written format is critical.	Seasoned ability to inform and persuade on complex matters. Ability to communicate in both oral and written format is critical.	Seasoned ability to inform and persuade on complex matters comes from recognition as subject matter expert. Utilized on the most complex and difficult problems. Ability to communicate in both oral and written format is critical.	Good internal and external communications skill.
Customer Relationships / Applications	Focuses on developing and maintaining customer base through strategic initiatives and project management techniques.	Focuses on developing and maintaining customer base through strategic initiatives and project management techniques.Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or projects.	Provides technical and project execution consulting to project lead engineers/project managers, typically consulting on multiple simultaneous projects. Serves as a key technical resource for Proposal and Sales support activities, such as demonstrations, preparation of prototypes and generation of cost estimates and proposals.	Ability to complete projects within budget and on schedule, while ensuring the customer's satisfaction.
Additional Qualities	Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or projects.	Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or projects.	Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or projects.	Ensures cooperation and interaction across diverse stakeholders both internal and external to the organization, often managing conflicting interests and/or demanding and/or projects.
Behaviors	People Development, Leadership Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.	People Development, Leadership Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.	Collaboration, Customer Focus, Problem Solving, Analytical Thinking, Conflict Resolution, Flexibility, Empowers Others, Leadership, People Development, Decision Making.	People Development, Leadership Customer Focus, Respect, Gratitude, Value Creation, Professional Responsibility, Collaboration, Initiative, Integrity, Team Work.
Preferred Experiences	Ability to translate technical information into tangible business results. Guide and mentor specialists through the decision making process. Advanced use of CRM and analytical databases/software. Certified in Six Sigma and/or Project Management.	Ability to translate technical information into tangible business results. Guide and mentor specialists through the decision making process. Advanced use of CRM and analytical databases/software. Certified in Six Sigma and/or Project Management.	Ability to translate technical information into tangible business results. Guide and mentor specialists through the decision making processCertified in Six Sigma and/or Project Management.	Management of engineering/technical staff.

See appendix for Required Training [R] & Preferred Training [P]

Appendix

YOKOGAWA



Systems Operations

LEVEL I

Project Engineer

Centum VP Essentials or Centum VP Basics

DCS Application Engineer

Centum VP Essentials or Centum VP Basics

Safety System Engineer

GM-604 Details of Functional Safety
ProSafe-RS Engineering
ProSafe-RS Engineering Tools
Centum VP Essentials

ICSS Network and Security Engineer

All Yokogawa systems & solutions overivew (R)
Presentations Skills (R) - External

SCADA Engineer

Stardom Beginners Course

LEVEL II

Project Engineer

Centum VP Essentials or Centum VP Basics
Centum VP Maintenance
Total System Architecture

DCS Application Engineer

Centum VP Essentials or CentumVP Basics
Centum VP Engineering or Centum VP Inter-mediate
AD Design Suite (AD Suite) Overview
Total System Architecture
Foundation Fieldbuss \

Safety System Engineer

GM-604 Details of Functional Safety
ProSafe-RS Engineering
ProSafe-RS Engineering Tools
Centum VP Essentials or Centum VP Basics
Total System Architecture
iDefine Engineering Training

ICSS Network and Security Engineer

Centum VP Essentials
Total System Architecture
Advanced Active Directory
Advanced Windows OS Patch Update Service
Advanced Anti Virus Software-AV11000
Advanced Backup & Recovery System
Advanced Hirschmann L3 and L2 Switch for Yokogawa Vnet/IP

SCADA Engineer

Stardom Beginners Course
Stardom Intermediate Course

LEVEL III

Project Engineer

Centum VP Essentials or Centum VP Basics
Centum VP Maintenance
Total Sytem Archetecute
Centum VP Intermediate
Foundation Fieldbus
Plant Resource Manager Administrator

DCS Application Engineer

Centum VP Essentials or CentumVP Basics
Centum VP Engineering or Centum VP Inter-mediate
AD Design Suite (AD Suite) Overview
Total System Architecture
Foundation Fieldbus
CentumVP Advanced
Plant Resource Manager Administrator

Safety System Engineer

GM-604 Details of Functional Safety
ProSafe-RS Engineering
ProSafe-RS Engineering Tools
Centum VP Essentials or Centum VP Basics
Total System Architecture
iDefine Engineering Training

ICSS Network and Security Engineer

GM-604 Details of Functional Safety
ProSafe-RS Engineering
ProSafe-RS Engineering Tools
Centum VP Essentials or Centum VP Basics
Total System Architecture
Idefine Engineering Training
TUV Rheinland FSE Certification (P)

SCADA Engineer

Stardom Beginners Course
Stardom Intermediate Course
Stardom Advanced Course

LEVEL IV

Project Engineer

Centum VP Essentials or Centum VP Basics
Centum VP Maintenance
Total Sytem Archetecute
Centum VP Intermediate
Foundation Fieldbus
Plant Resource Manager Administrator

DCS Application Engineer

Centum VP Essentials or CentumVP Basics
Centum VP Engineering or CentumVP Inter-mediate
AD Design Suite (AD Suite) Overview
Total System Architecture
Foundation Fieldbus
CentumVP Advanced
Plant Resource Manager Administrator

Safety System Engineer

GM-604 Details of Functional Safety
ProSafe-RS Engineering
ProSafe-RS Engineering Tools
Centum VP Essentials or Centum VP Basics
Total System Architecture
Idefine Engineering Training
TUV Rheinland FSE Certification (R)

ICSS Network and Security Engineer

Centum VP Essentials
Total System Architecture
Advanced Active Directory
Advanced Windows OS Patch Update Service
Advanced Anti Virus Software-AV11000
Advanced Backup & Recovery System
Advanced Hirschmann L3 and L2 Switch for Yokogawa
Advanced Cisco Firewall
GICSP 1 Overview
GICSP 2 Attack
GICSP 3 Defence Server
GICSP 4 Defence Network
GICSP 5 Governance

SCADA Engineer

Stardom Beginners Course
Stardom Intermediate Course
Stardom Advanced Course

LEVEL V

Project Engineer

Centum VP Essentials or Centum VP Basics
Centum VP Maintenance
Total Sytem Archetecute
Centum VP Intermediate
Foundation Fieldbus
Plant Resource Manager Administrator

DCS Application Engineer

Centum VP Essentials or CentumVP Basics
Centum VP Engineering or CentumVP Intermediate
AD Design Suite (AD Suite) Overview
Total System Architecture
Foundation Fieldbus
CentumVP Advanced
Plant Resource Manager Administrator

Safety System Engineer

Centum VP Essentials or CentumVP Basics
Centum VP Engineering or CentumVP Intermediate
AD Design Suite (AD Suite) Overview
Total System Architecture
Foundation Fieldbus
CentumVP Advanced
Plant Resource Manager Administrator

ICSS Network and Security Engineer

Centum VP Essentials
Total System Architecture
Advanced Active Directory
Advanced Windows OS Patch Update Service
Advanced Anti Virus Software-AV11000
Advanced Backup & Recovery System
Advanced Hirschmann L3 and L2 Switch for Yokogawa
Advanced Cisco Firewall
GICSP 1 Overview
GICSP 2 Attack
GICSP 3 Defence Server
GICSP 4 Defence Network
GICSP 5 Governance

SCADA Engineer

Stardom Beginners Course
Stardom Intermediate Course
Stardom Advanced Course

Project Manager I

Introduction to Project Management

LEVEL VI

Principal/Consultant Engineer

CCentum VP Essentials
Total System Architecture
Advanced Active Directory
Advanced Windows OS Patch Update Service
Advanced Anti Virus Software-AV11000
Advanced Backup & Recovery System
Advanced Hirschmann L3 and L2 Switch for Yokogawa
Advanced Cisco Firewall
GICSP 1 Overview
GICSP 2 Attack
GICSP 3 Defence Server
GICSP 4 Defence Network
GICSP 5 Governance
GICSP Certification
Stardom Beginners Course
Stardom Intermediate Course
Stardom Advanced Course
Centum VP Essentials or Centum VP Basics
Centum VP Maintenance
Total Sytem Archetecute
Centum VP Intermediate
CentumVP Advanced
Foundation Fieldbus
Plant Resource Manager Administrator
AD Design Suite (AD Suite) Overview
GM-604 Details of Functional Safety
ProSafe-RS Engineering
ProSafe-RS Engineering Tools
Idefine Engineering Training
TUV Rheinland FSE Certification (R)

Engineering Manager I

Centum VP Essentials
Total System Architecture
Advanced Active Directory
Advanced Windows OS Patch Update Service
Advanced Anti Virus Software-AV11000
Advanced Backup & Recovery System
Advanced Hirschmann L3 and L2 Switch for Yokogawa
Advanced Cisco Firewall
GICSP 1 Overview
GICSP 2 Attack
GICSP 3 Defence Server
GICSP 4 Defence Network
GICSP 5 Governance
GICSP Certification
Stardom Beginners Course
Stardom Intermediate Course
Stardom Advanced Course
Centum VP Essentials or Centum VP Basics
Centum VP Maintenance
Total Sytem Archetecute
Centum VP Intermediate
CentumVP Advanced
Foundation Fieldbus
Plant Resource Manager Administrator
AD Design Suite (AD Suite) Overview
GM-604 Details of Functional Safety
ProSafe-RS Engineering
ProSafe-RS Engineering Tools
Idefine Engineering Training
TUV Rheinland FSE Certification (R)

Project Manager II

PMP Certification

LEVEL VII

Sr Principal/Consultant Engineer

Centum VP Essentials
Total System Architecture
Advanced Active Directory
Advanced Windows OS Patch Update Service
Advanced Anti Virus Software-AV11000
Advanced Backup & Recovery System
Advanced Hirschmann L3 and L2 Switch for Yokogawa
Advanced Cisco Firewall
GICSP 1 Overview
GICSP 2 Attack
GICSP 3 Defence Server
GICSP 4 Defence Network
GICSP 5 Governance
GICSP Certification
Stardom Beginners Course
Stardom Intermediate Course
Stardom Advanced Course
Centum VP Essentials or Centum VP Basics
Centum VP Maintenance
Total Sytem Archetecute
Centum VP Intermediate
CentumVP Advanced
Foundation Fieldbus
Plant Resource Manager Administrator
PE (P)
AD Design Suite (AD Suite) Overview
GM-604 Details of Functional Safety
ProSafe-RS Engineering
ProSafe-RS Engineering Tools
Idefine Engineering Training
TUV Rheinland FSE Certification (R)

Engineering Manager II

Centum VP Essentials
Total System Architecture
Advanced Active Directory
Advanced Windows OS Patch Update Service
Advanced Anti Virus Software-AV11000
Advanced Backup & Recovery System
Advanced Hirschmann L3 and L2 Switch for Yokogawa
Advanced Cisco Firewall
GICSP 1 Overview
GICSP 2 Attack
GICSP 3 Defence Server
GICSP 4 Defence Network
GICSP 5 Governance
GICSP Certification
Stardom Beginners Course
Stardom Intermediate Course
Stardom Advanced Course
Centum VP Essentials or Centum VP Basics
Centum VP Maintenance
Total Sytem Archetecute
Centum VP Intermediate
CentumVP Advanced
Foundation Fieldbus
Plant Resource Manager Administrator
PE (P)
AD Design Suite (AD Suite) Overview
GM-604 Details of Functional Safety
ProSafe-RS Engineering
ProSafe-RS Engineering Tools
Idefine Engineering Training
TUV Rheinland FSE Certification (R)

Project Manager III

PMP Certification

Systems Service

LEVEL I

Technical Support Specialist (TAC)

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Field Service Specialist (FSE)

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Service Engineer (PJT/APP)

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Training Instructor

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

LEVEL II

Technical Support Specialist (TAC)

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Field Service Specialist (FSE)

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Service Engineer (PJT/APP/Res.)

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Training Instructor

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

ICSS Network and Security Engineer

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Advanced Process Control Engineer

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

LEVEL III

Technical Support Specialist (TAC)

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Field Service Specialist (FSE)

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Service Engineer (PJT/APP/Res.)

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Training Instructor

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

ICSS Network and Security Engineer

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Advanced Process Control Engineer

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

LEVEL IV-V

Technical Support Specialist (TAC)

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Field Service Specialist (FSE)

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Service Engineer (PJT/APP/Res.)

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Training Instructor

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

ICSS Network and Security Engineer

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Advanced Process Control Engineer

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Service Engineering Manager

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

LEVEL VI

Technical Support Specialist (TAC)

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Field Service Specialist (FSE)

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Service Engineer (PJT/APP/Res.)

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Training Instructor

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

ICSS Network and Security Engineer

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Advanced Process Control Engineer

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Service Engineering Manager

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Regional Service Manager

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

Manufacturing & Distribution

LEVEL I

Manufacturing Engineer I

Product Specific Training - Internal [R]

Generic Training Program - Internal [P]. The Training program may cover the following:

Locations of all important databases (e.g. MyNet, Fortis, Cyberdoc, MatCert, TERRA, Mfg Drive, SAP, etc.)

Commonly used vendors

Document types (e.g. FS#s, FE#s, FF#s, FG#s, QC process charts, Procedures, Certified Drawings, etc.)

Manufacturing concepts (e.g. 6S, Lean/TPS?NYPS, statisical testing, Six Sigma, ECNs, Kaizens, Kanbans, etc.)

Quality concepts (e.g. Shipping Judgments, First Article Inspections, etc.)

Compliance concepts (e.g. CE, RoHS, Ex approvals, IP, etc.)

CAD best practices for drawings

Design best practices (e.g. welding different metals, tapping flat surfaces, differences between different thread gauges, etc.)

Equipment use and best practices (e.g. 3D printer, soldering, etc.)

General Programming Knowledge - Internal [P]

Micro-soldering & Crimping Yokogawa Skill Certificate - Tube Bending Essentials Course - Internal [P]

Aware of Organizations (e.g. AWS, ASME, IEEE, Atlanta Maker Faire, etc.) (P)

Quality Assurance Engineer I

Product Specific Training - Internal [R]

Generic Training Program - Internal [P] The Training program may cover the following:

Locations of all important databases (e.g. MyNet, Fortis, Cyberdoc, MatCert, TERRA, Mfg Drive, SAP, etc.)

Commonly used vendors

Document types (e.g. FS#s, FE#s, FF#s, FG#s, QC process charts, Procedures, Certified Drawings, etc.)

Manufacturing concepts (e.g. 6S, Lean/TPS, statisical testing, Six Sigma, ECNs, Kaizens, Kanbans, etc.)

Quality concepts (e.g. Shipping Judgments, First Article Inspections, etc.)

Compliance concepts (e.g. CE, RoHS, Ex approvals, IP, etc.)

CAD best drawing practices (e.g. AutoCAD, Inventor, etc.)

General Programming Knowledge - Internal [P]

Statistics (P)

ISO9001:2015 Quality Management System Auditor External [P]

QCC and NYPS familiarity (P)

Calibration Engineer I

Product Specific Training - Internal [R]

Generic Training Program - Internal [P]. The Training program may cover the following:

Locations of all important databases (e.g. MyNet, Fortis, Cyberdoc, MatCert, TERRA, Mfg Drive, SAP, etc.)

Commonly used vendors

Document types (e.g. FS#s, FE#s, FF#s, FG#s, QC process charts, Procedures, Certified Drawings, etc.)

Manufacturing concepts (e.g. 6S, Lean/TPS/ NYPS, statisical testing, Six Sigma, ECNs, Kaizens, Kanbans, etc.)

Quality concepts (e.g. Shipping Judgments, First Article Inspections, etc.)

Compliance concepts (e.g. CE, RoHS, Ex approvals, IP, etc.)

Equipment use and best practices (e.g. 3D printer, soldering, etc.)

General Programming Knowledge - Internal [R]

Latest version of ISO/IEC 17025 the New Standard for Laboratory Competence [A2LA] - External [P]

Applied Measurement Uncertainty for Calibration Labs [A2LA] - External [P]

LEVEL II

Manufacturing Engineer II

Has mastered all pertinant training related to Manufacturing Engineer Level 1 Required & Preferred Training

Product manufacturing knowledge (e.g. be able to assemble and calibrate a unit with minimal aid)

Quality Assurance Engineer II

Has mastered all pertinant training related to Quality Engineer Level 1 Required & Preferred Training

ISO9001:2015 Quality Management System Auditor External [R]

QCC and NYPS Trainer [R]

Calibration Engineer II

Has mastered all pertinant training related to Calibration Engineer Level 1 Required & Preferred Training

Applied Measurement Uncertainty for Calibration Labs [A2LA] - External [R]

LEVEL III

Manufacturing Engineer III

Has mastered all pertinant training related to Manufacturing Engineer Level 2 Required & Preferred Training

Quality Assurance Engineer III

Has mastered all pertinant training related to Manufacturing Engineer Level 2 Required & Preferred Training

Calibration Engineer III

Has mastered all pertinant training related to Calibration Engineer Level 2 Required & Preferred Training

LEVEL IV

Manufacturing Engineer IV

Has mastered all pertinant training related to Manufacturing Engineer Level 3 Required & Preferred Training

General Programming Knowledge - Internal [P]

Financial acumen (P)

Technology in Manufacturing - External [P]

Statistics - External [P]

Six Sigma: Analyse, Improve, Control - Internal [P]

Project Management Certificate - External [P]

Quality Assurance Engineer IV

Has mastered all pertinant training related to Manufacturing Engineer Level 3 Required & Preferred Training

Calibration Engineer IV

Has mastered all pertinant training related to Calibration Engineer Level 3

Required & Preferred Training

Product Specific Training - Internal [R]

The Training program should cover the following :

General Programming Knowledge - Internal [R]

Latest version of ISO/IEC 17025 the New Standard for Laboratory Competence [A2LA] - External [R]

Six Sigma: Analyse, Improve, Control - Internal [R]

LEVEL V

Quality Control Manager I

Generic Training Program (as shown in the other “Required Training” categories of the Engineering levels, but with a higher level view). - Internal [R]

Leadership Principles - Internal [R]

Project Control - Internal [R]

Solutions for Greater Innovation - Internal [R]

Project Management Certificate - External [R]

Financial acumen [R]

Manufacturing Engineering Manager I

Generic Training Program (as shown in the other “Required Training” categories of the Engineering levels, but with a higher level view). - Internal [R]

Leadership Principles - Internal [R]

Project Control - Internal [R]

Solutions for Greater Innovation - Internal [R]

Project Management Certificate

Manufacturing Engineer V

HHas mastered all pertinant training related to Manufacturing Engineer Level 4 Required & Preferred Training

General Programming Knowledge - Internal [P]

Financial acumen (P)

Technology in Manufacturing - External [P]

Statistics - External [P]

Six Sigma: Analyse, Improve, Control - Internal [P]

Project Management Certificate - External [P]

Quality Assurance Engineer V

Has mastered all pertinant training related to Manufacturing Engineer Level 4 Required & Preferred Trainingg

Calibration Engineer V

Has mastered all pertinant training related to Calibration Engineer Level 4

Required & Preferred Training

Product Specific Training - Internal [R]

The Training program should cover the following :

General Programming Knowledge - Internal [R]

Latest version of ISO/IEC 17025 the New Standard for Laboratory Competence [A2LA] - External [R]

Six Sigma: Analyse, Improve, Control - Internal [R]

LEVEL VI

Manufacturing Engineering General Manager II

Generic Training Program (as shown in the other “Required Training” categories of the Engineering levels, but with a higher level view). - Internal [R]

Leadership Principles - Internal [R]

Project Control - Internal [R]

Project Management]

GM Manufacturing II

Generic Training Program (as shown in the other “Required Training” categories of the Engineering levels, but with a higher level view). - Internal [R]

Leadership Principles - Internal [R]

Project Control - Internal [R]

Solutions for Greater Innovation - Internal [R]

Project Management Certificate

Product Marketing

LEVEL I

Product Manager I

Product Manager I - Internal Yokogawa Product Specific Training (both e-Learning and Face-to-Face) (R);

Sales Channel Training, Staff Support Training (P)

Pragmatic Marketing Courses (Foundations, Market, Launch) (P), .

LEVEL IV

Product Manager II

Product Manager II - Internal Yokogawa Product Specific Training (both e-Learning and Face-to-Face) (R)

Sales Channel Training, Staff Support Training (R)

Pragmatic Marketing Courses (Foundations, Market, Launch) (P),.

YOKOGAWA

LEVEL III

Product Manager III

Product Manager III - Internal Yokogawa Product Specific Training (both e-Learning and Face-to-Face) (R);

Sales Channel Training, Staff Support Training (R)

Pragmatic Marketing Courses (Foundations, Market, Launch, Focus, Build, Price) (P); Series of courses in Marketing/Financial Management (P).

LEVEL IV

Product Manager IV

Product Manager IV - Internal Yokogawa Product Specific Training (both e-Learning and Face-to-Face) (R);

Sales Channel Training, Staff Support Training (R)

Pragmatic Marketing Courses (Foundations, Market, Launch, Focus, Build, Price) (P); Series of courses in Marketing/Financial Management (P).

Sales Support

LEVEL I

Application Engineer I

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training
Department OJT

Field Service Engineer I

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP, Field instruments and analyzers)
Department OJT

LEVEL II

Application Engineer II

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training
Department OJT

Field Service Engineer II

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP, Field instruments and analyzers)
Department OJT

Field Service Engineer II

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP, Field instruments and analyzers)
Department OJT

Technical Support Specialist III

Yokogawa Product Specific and Service Training (both e-Learning and Face-to-Face)
OTJ factory & field

LEVEL III

Application Engineer III

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training
Department OJT

Field Service Engineer III

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP, Field instruments and analyzers)
Department OJT

Technical Support Specialist IV

Yokogawa Product Specific and Service Training (both e-Learning and Face-to-Face)
OTJ factory & field

LEVEL IV

Application Engineer IV

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training
Department OJT

Field Service Engineer IV

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP, Field instruments and analyzers)
Department OJT

Technical Support Specialist V

Internal Yokogawa Product Specific and Service Training (both e-Learning and Face-to-Face) with On-the-Job Training both at the factory

LEVEL V

Sr. Technical Support Lead

Familiar w/ Service databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP)
Department OJT

LEVEL VI

Field Service Manager

Service Information Databases
Field Service Orientation
Call Handling Orientation
Product Training (e.g. CentumVP, Field instruments and analyzers)
Department OJT

Sales Support Manager

Field Service Orientation
Call Handling Orientation
Product Training
Department OJT

System Sales

LEVEL I

Estimator II

2001 - Basic Process Control (R)
2000 - Centum VP overview (R)
EL201 - Centum VP Operator Training (P)
7120 - Centum VP Essentials (P)
Prosafe RS overiew - R
Technical Writing (P) - External course

Sales Analyst II

2001 - Basic Process Control (R)
2000 - Centum VP overview (R)
EL201 - Centum VP Operator Training (P)
7120 - Centum VP Essentials (P)
Prosafe RS overiew ®

LEVEL II

Estimator III

MS EXCEL (R) - External Course
MS Word (R) - External Course

System Consultant I

All Yokogawa systems & solutions overivew (R)
Presentations Skills (R) - External

Account Manager I

2000 - Centum VP Overview (R)
Prosafe RS Overview (R)
Miller Hieman or similar (R) External course

LEVEL III

System Consultant II

All Yokogawa systems products configuration - Required
All Yokogawa Analytical solutions overview - (P)

Account Manager II

Finance for non-finanical (R)
Negotiation Skills Training (R)

LEVEL IV

System Consultant III

Full understanding of assigned portfolio
SME in the assigned area (example Safety or SCADA)
Training in development through engagement with industry special interest groups. Presenting papers & writing articles

Account Manager III

Finance for non-finanical (R)
Negotiation Skills Training (R)
Executive relationship development

Training

YOKOGAWA

LEVEL V

Proposal Manager I

New manager training (R)

Sales Support Manager I

New manager training (R)

Consulting Manager

New manager training (R)

LEVEL VI

Proposal Manager II

(1) soft skills training
(2) Finance for non-financial - (R)

Sales Support Manager II

(1) soft skills training
(2) Finance for non-financial - (R)

LEVEL VII

Director, Sales Operations

Director, Proposals

Product Sales

LEVEL I

Field Application Sales Specialist - Field Instruments

Yokogawa 101 Online Course from Training Center for Respective Products (R)

Field Application Sales Specialist - Analytical

Yokogawa 101 Online Course from Training Center for Respective Products (R)

Field Application Sales Specialist - Control Instruments

Yokogawa 101 Online Course from Training Center for Respective Products (R)

LEVEL II

Field Application Sales Specialist - Field Instruments

Miller Heiman Strategic Selling with Perspective (R)

Field Application Sales Specialist - Analytical

Miller Heiman Strategic Selling with Perspective (R)

Field Application Sales Specialist - Control Instruments II

Miller Heiman Strategic Selling with Perspective (R)

LEVEL III

Field Application Sales Specialist - Field Instruments

Miller Heiman Strategic Selling with Perspective (R)

Field Application Sales Specialist - Analytical

Miller Heiman Strategic Selling with Perspective (R)

Field Application Sales Specialist - Control Instruments III

Miller Heiman Strategic Selling with Perspective (R)

LEVEL IV

Project EngineerField Application Sales Specialist - Field Instruments | Analytical | Control Instruments IV

FASS- Miller Heiman Strategic Selling with Perspective (R)
Yokogawa Repserv for Respective Product (R)
RSM - Miller Heiman Strategic Selling with Perspective (R)

LEVEL V

Regional Sales Manager I

FASS- Miller Heiman Strategic Selling with Perspective (R)
Yokogawa Repserv for Respective Product (R)
PE Certification (P)
RSM - Miller Heiman Strategic Selling with Perspective (R)

LEVEL VI

Sr. Field Application Sales Specialist

FASS- Miller Heiman Strategic Selling with Perspective (R)
Yokogawa Repserv for Respective Product (R)
PE Certification (P)

Regional Sales Manager II

RSM - Miller Heiman Strategic Selling with Perspective (R)

LEVEL VII

Regional Sales Manager III

RSM - Miller Heiman Strategic Selling with Perspective (R)

Analytical Service

LEVEL I

Project Engineer I

Analyzer Engineer I

Analyzer Engineer I - Specific Training Classes on GC8000 Fundamentals, GC8000 Maintenance and Operations, Fundamentals of Chromatography

LEVEL II

Project Engineer II

Analyzer Engineer II

Analyzer Engineer II- Specific Training Classes on **GC8000 Fundamentals, GC8000 Maintenance and Operations, Basic Sample Systems , Advanced Chromatography**

LEVEL III

Project Engineer III

Analyzer Engineer III

Analyzer Engineer III - Specific Training Classes on **GC8000 Fundamentals (Phil P./Joe Goh), GC8000 Maintenance and Operations(Phil P./Joe Goh), Advanced Sample Systems (Swagelok), Advanced Chemistry (TASC/ Tony Waters), Advanced Chromatography (TASC/Tony Waters)**

LEVEL IV

Project Engineer IV

Analyzer Engineer IV

Specific Training Classes on **Advanced Sample Systems, Advanced Chemistry, Advanced Chromatography , Six Sigma Yellow/Green Belt**

LEVEL V

Project Engineer V

Preferred: Certified in Six Sigma and/or Project Management.

Analyzer Engineer V

Advanced Sample Systems , Advanced Chemistry, Advanced Chromatography, Six Sigma Yellow/Green Belt

Project Manager I

Introduction to Project Management

LEVEL VI

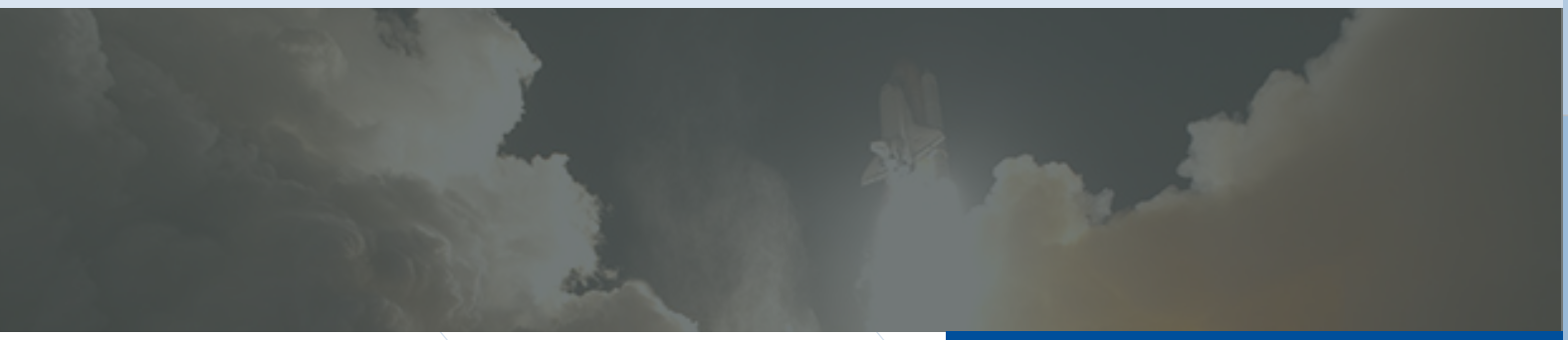
Principal/Consultant Engineer

Advanced Sample Systems , Advanced Chemistry, Advanced Chromatography, Six Sigma Yellow/Green Belt

Analyzer Engineer VI

Advanced Sample Systems , Advanced Chemistry, Advanced Chromatography, Six Sigma Yellow/Green Belt

YOKOGAWA



Engineering Manager I

Advanced Sample Systems , Advanced Chemistry, Advanced Chromatography, Six Sigma Yellow/Green Belt

Project Manager II

Introduction to Project Management
PMP Certification (P)

LEVEL VII

Sr Principal/Consultant Engineer

Specific Training Classes on Advanced Sample Systems , Advanced Chemistry, Advanced Chromatography, Six Sigma Green Belt

Analyzer Engineer VII

Specific Training Classes on Advanced Sample Systems , Advanced Chemistry, Advanced Chromatography, Six Sigma Green Belt

Engineering Manager II

Specific Training Classes on Advanced Sample Systems , Advanced Chemistry, Advanced Chromatography, Six Sigma Green Belt

Project Manager III

Introduction to Project Management
PMP Certification (P)

"The measure of who we are is what we do with what we have."

- VINCE LOMBARDI