ASCE’s Guidelines for Engineering Grades were created to help engineers and their employers recognize an engineer’s level of experience and performance. The guidelines outline the knowledge, skills, and responsibilities associated with engineers at each grade.

The descriptions cover typical requirements for a wide range of engineering organizations and positions. In addition, many organizations do not fit into the five grades of engineers listed. Applying the guidelines, keep the following in mind:

- These descriptions should be considered an ideal characteristic of an employee at a specific level without necessarily including every parameter.
- Conformance with every item may not be required to achieve a specific grade.
- The technical descriptions include language applicable to both technical and management careers.
- In general, compensation and benefits increase with higher grades; however, they may vary depending upon many variables that may not be included in these guidelines.

Additional information can be obtained from ASCE’s Manuals and Reports on Engineering Practice No. 103, Guide to Hiring and Retaining Great Civil Engineers, and the current ASCE Engineering Income and Salary Survey.

Acknowledgments

The ASCE Committees on Professional Practice’s Committee on Employment of Civil Engineers would like to acknowledge and thank the following organizations and their human resource departments for their assistance in revising the engineering grades guidelines:

- Nevada State Board of Engineers and Land Surveyors
- Nevada Highway Administration
- National Society of Professional Engineers
- Principal Engineer, Associate Professor
- Professor
- Assistant Professor
- GS-5 GS-7 GS-9 GS-11 GS-12 GS-13 GS-15, Senior Executive Service (SES)
- Senior Executive Service (SES)
- Bureau of Indian Affairs (BIA)
- Department of Interior (DOI)

Typical Titles

Engineer in Training, Engineering Intern
Assistant Engineer, Junior Engineer, Staff Engineer, Engineering Intern

Civil Engineer, Associate Professor, Professor, Project Engineer, Assistant Professor
Principal Engineer, District Engineer, Engineering Manager, Professor

Typical Experience

Civil Engineer, Associate Professor
1-2 years
1-3 years
4-5 years
6-7 years
8-10 years
11-15 years
15+ years

Bachelor’s degree in engineering from an ABET/ACCE accredited program
Bachelor’s degree in engineering from an ABET/ACCE accredited program, master’s degree or equivalent, engaged in full-time practice requiring use of analytical and numerical techniques, experience in organizing and managing projects or programs.

Community Activities

Involved in outreach activities with community service organizations.

Egards on public-related projects or community.

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