
NASA
National Aeronautics and
Space Administration
EXPLORE SCIENCE
Science Career Path Tool
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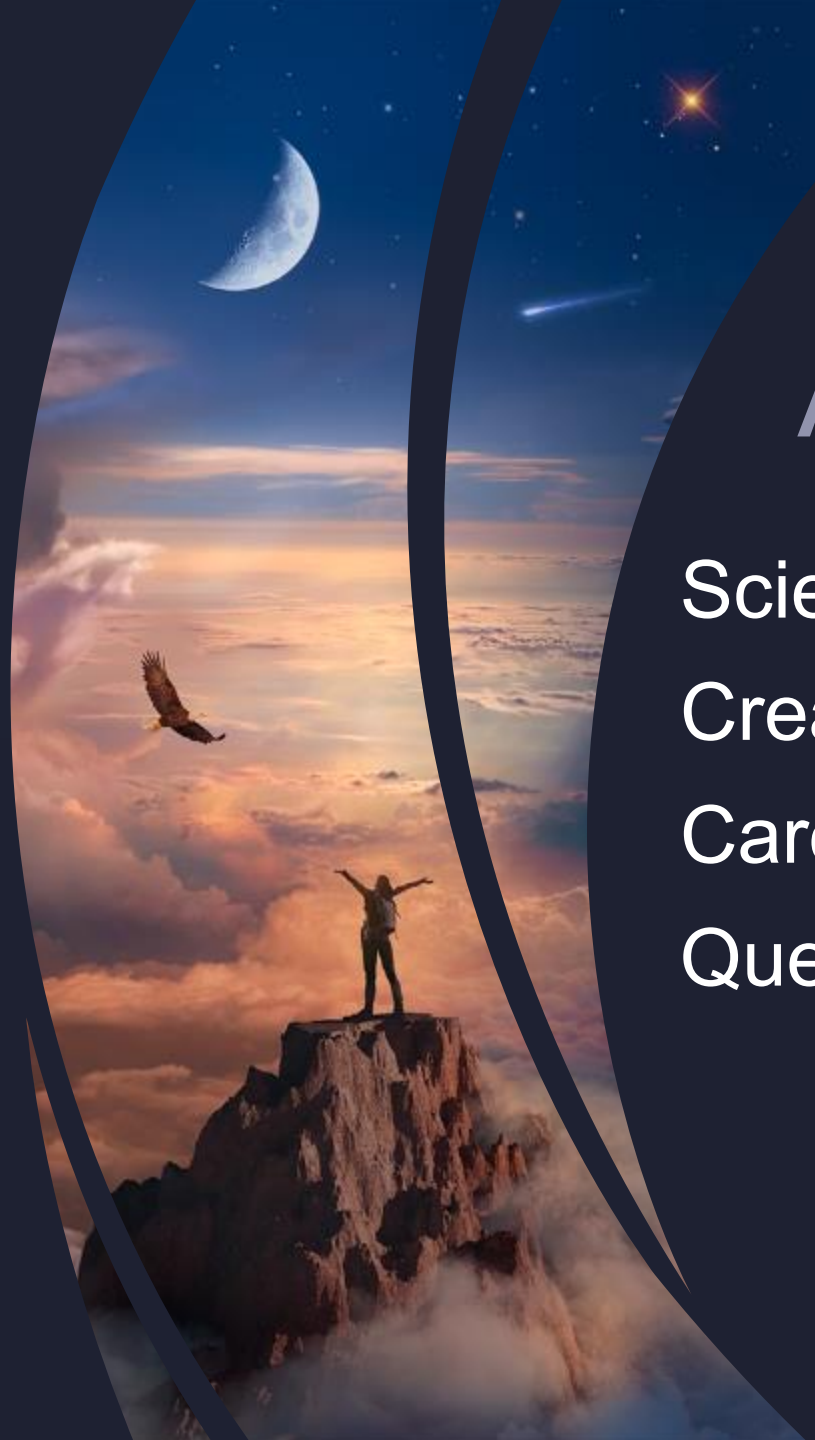

Agenda

Science Workforce Study Recommendations

Creation of Career Path Tool

Career Path Tool Demonstration

Questions & Answers

Science Workforce Study Recommendations Overview

The full study report and resulting workforce initiatives can be found at:

https://science.nasa.gov/about-us/science-workforce-initiatives

Study Recommendations

FOCUS	ID	RECOMMENDATIONS
Career Paths	**CP-1**	**Adopt the nomenclature of the 5 career tracks identified**
	CP-2	**Develop a web-based Career Path tool**
Leadership Development	LD-1	Develop a virtual agency-led enhanced orientation for newly hired scientists
	LD-2	Develop a virtual series of "Career Opportunities" workshops for mid-careerists
	LD-3	Develop a rotational program for scientists
	LD-4	Establish entry-level, part-time supervisory roles that are time-limited
	LD-5	Partner with OCHCO to review the science development needs and work towards a comprehensive strategy for leadership development for the science community
	LD-6	Use the Agency's Science Council to share workforce and leadership best practices
Project Scientist	PS-1	Codify roles/responsibilities/authorities/accountability (RRAA) of Project Scientists (PS)
	PS-2	Wherever possible, ensure a Deputy Project Scientist (DPS) is funded for missions
	PS-3	Develop a Project Scientist training course

https://science.nasa.gov/about-us/science-workforce-initiatives

Implementation of Career Path Recommendations

Career Path – Recommendations

CP-1: Adopt the nomenclature of the five career tracks identified from workforce study

- These career tracks should become the common language for career conversations, guidance, and incorporation into workforce development strategies
- Status: COMPLETE – moving into ongoing use & improvement as needed

CP-2: Develop a web-based Career Path tool

- Develop a web-based tool that lay outs each science career track and associated key positions with descriptions, roles and responsibilities, ideal competencies and experiences, recommended training, and transition possibilities to other positions
- Status: COMPLETE - https://sciencecareers.apps.nasa.gov

Career Path Teams

NASA Team

Michael Mischna, JPL
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B-Line Express Team

Lori Simmons, Project Lead & Team Lead
Nancy Rackley, Program Manager & Sr. Database Engineer
Feng Na, Sr. Software Engineer
Sam Hakimi, Sr. Software Engineer
Joshua Saia, System Administrator
Katedra Hackett, Graphic Artist
Diana Barnes, Data Administrator
Chris Nguyen, Software Developer

Science Career Tracks

Supervision = Supervisory or management roles at various organization levels that support and provide guidance to the scientific workforce. This track often requires close coordination with science program management to effectively implement the Agency's and Center's strategies.

Mission = Various science roles that lead or support Earth and space science missions. Missions are scientific projects that use space or sub-orbital (e.g., airborne) flights to acquire measurements needed to test hypotheses. Missions may vary in size and complexity, and include various roles that are based on the means for selecting the mission (i.e., directed by the agency or proposed to the agency).

Research, Analysis & Application = Various science roles that conduct basic and applied research, seeking new knowledge and understanding of our planet Earth, our Sun and solar system, and the universe. It also includes the interpretation, analysis and application of the data obtained, as well as the data storage and computing resources.

Technology Development = Science roles that enable future missions through research and technology development. Scientists in this track contribute to new capabilities including devices, hardware, software, systems, methodologies, techniques, and algorithms.

Science Program Management = Science leadership roles that contribute to the strategic planning, direction, and effective management of NASA science programs. Many of these roles are also supervisory and reside at NASA Headquarters.

Career Path Tool – Key Features

- Five distinct science career tracks
- Summary descriptions of numerous science roles
- Interactive display of common career paths
- Applicability to most science orgs across NASA and lab partners
- Public facing to reach a broad science community

Career Path Tool - Anticipated Benefits:

- Provides a greater understanding of NASA's science workforce
- Increases awareness of how to navigate one's own career
- Expands knowledge of career opportunities and development strategies
- Helps prepare scientists for leadership roles
- Assists managers with career planning and development discussions
- Engages future NASA scientists as a public facing site
- Serves as a valuable recruitment tool
- Raises employee morale and retention

Career Path – Tool Demonstration

SCIENCECAREERS.APPS.NASA.GOV


Questions?