

The Senior Technical Staff Member (STSM) position was created as an extension of the technical hierarchies to recognize sustained technical achievement and contribution that are superior to those expected of senior professionals. Appointed by unit General Managers, the STSM is a position which acts as a consultant to senior management. STSM's are responsible for maintaining leading edge expertise and applying this knowledge to make innovations that enhance company's ability to meet its business objectives.

Criteria:

- Has a track record of distinguished and sustained technical achievement over time
- Contributions are typically superior to those expected of senior engineers, programmers or scientists.
- Has demonstrated strong potential for continuing to contribute to company's growth and stature as a technology leader
- Widely known inside company as an authority in his or her field
- Has made contributions within company outside his or her own business unit
- Has made contributions outside company, e.g. university relations, membership and leadership roles held in external professional organizations, participation in technical user groups, etc
- Has contributed to the organization's utilization of leading edge technology in products, services, processes and/or tools