

U.S. Department of the Interior
Competency Dictionary - October 2025

Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Accessibility	Knowledge of tools, equipment, and technologies used to help individuals with disabilities use computer equipment and software.	Technical	OPM
Accessibility (2)	Applies knowledge of the principles and rules that lead to a barrier -free built environment.	Technical	DOI
Accident Investigation	Knowledge of guidelines, regulations, and procedures associated with an accident investigation including preservation of accident scene, root cause analysis, and evidence detection and handling.	Technical	OPM
Accountability	Holds self and others accountable for measurable high-quality, timely, and cost-effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes. Complies with established control systems and rules.	General	OPM
Accounting	Knowledge of traditional accounting practices including accrual, obligations, and costs methods.	Technical	OPM
Accounting (2)	Conducts traditional accounting practices including accrual, obligations, and costs methods.	Technical	DOI
Accounting Operations	Knowledge of general ledger accounting and the control/subsidiary account relationships and reconciliation techniques, including accounts receivable, accounts payable, and disbursing officer's accountability.	Technical	OPM
Acquisition Strategy	Knowledge of the principles and methods for developing an integrated acquisition management plan that describes the business, technical, and support strategies, including the relationship between the acquisition phases, work efforts, and key program events (for example, decision points, contract awards, test activities).	Technical	OPM
Adaptability	Simultaneously accepts and adapts to change while remaining effective and task-focused in a fast-paced and constantly changing workplace environment.	General	DOI
Administration and Management	Knowledge of planning, coordination, and execution of business functions, resource allocation, and production.	Both	OPM
Administrative Law	Knowledge of state and Federal administrative laws, including procedures, regulations, guidelines, and precedents related to case preparation and settlements.	Technical	OPM
Affirmative Employment Programs	Understands functions of Equal Employment Opportunity Affirmative Employment Programs and application of measures to ensure equal employment opportunity and treatment of employees in all occupations and levels of the organization.	Technical	DOI
Agility	Bends, stretches, twists, or reaches out with the body, arms, or legs.	General	OPM
Agronomy	Knowledge of the concepts, principles, practices, and theories of soil management and crop production.	Technical	DOI
Aircraft Maintenance	Knowledge of aircraft engines, parts, and systems, including their designs, uses, repair, and maintenance.	Technical	OPM
Airspace Coordination	Interpret and apply agency aviation and safety policies for wildland fire and emergency incidents to provide airspace coordination and aviation resource procurement, mobilization, and tracking.	Technical	DOI
Ammunition and Explosives	Knowledge of ammunition and explosives and their uses, interactions, dangers, production, handling, storage, and disposal.	Technical	OPM
Animal Husbandry	Knowledge of the care and handling of animals, including feeding, controlling, restraint, health, and reproduction.	Technical	OPM
Application Development	Knowledge of application design and development methodologies, paradigms, and tools; the application life cycle, user interface, reusability, and reliability metrics.	Technical	DOI
Application Development (2)	Uses programming languages to script and automate tasks; applies programming languages and skills across multiple platforms or frameworks.	Technical	OPM

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Appraising Standards	Knowledge of the Uniform Standards of Professional Appraisal Practice (USPAP), the Uniform Appraisal Standards for Federal Land Acquisitions, appraisal principles, methods, practices, policies, regulations, and techniques.	Technical	DOI
Appropriations Law	Knowledge of the principles, practices, trends, and applications of Federal appropriations law, including the bona fide needs rule, the Antideficiency Act, and continuing resolutions.	Technical	DOI
Aquatic Ecology	Knowledge of the concepts, principles, practices, and theories of how aquatic species interact with each other and their environment in aquatic habitats, including streams, rivers, lakes, wetlands, and coastal areas.	Technical	DOI
Architecture	Knowledge of the concepts, principles, theories, and practices used in the planning, design, construction, and maintenance of buildings or other structures, taking into consideration aesthetic and functional concerns.	Technical	OPM
Architecture 2	Applies the concepts, principles, theories, and practices used in the planning, design, construction, and operation and maintenance of buildings, structures and associated site, taking into consideration aesthetic and functional concerns.	Technical	DOI
Arithmetic	Performs computations such as addition, subtraction, multiplication, and division correctly using whole numbers, fractions, decimals, and percentages.	General	OPM
Arithmetic/ Mathematical Reasoning	Performs computations such as addition, subtraction, multiplication, and division correctly; solves practical problems by choosing appropriately from a variety of mathematical techniques such as formulas and percentages.	General	OPM
Arrest	Knowledge of the laws, principles, and procedures used in apprehending a criminal suspect, including policies for pursuit and proper use of force and capture such as Miranda rights.	Technical	OPM
Archaeology	Knowledge of the principles, concepts, theories, and methods of the study of past human activities through the physical remains of life and past human activities, including associated cultural resources management, ethnohistory and history, site evaluation, stabilization, and reconstruction methods.	Technical	DOI
Archaeology 2	Application of principles, concepts, theories, and methods of the study of past human activities through the physical remains of life and past human activities, including associated cultural resource management, ethnohistory and history, site evaluation, stabilization, and reconstruction methods.	Technical	DOI
Art History	The examination and knowledge of visual culture, including various visual conceptual outcomes related to art such as painting, drawing, sculpture, architecture, ceramics, and decorative arts.	Technical	DOI
Artificial Intelligence	Knowledge of the principles, methods, and tools used to design systems that perform human intelligence functions.	Technical	OPM
Artificial Intelligence/Machine Learning	Knowledge of the principles, methods, and tools used to design systems that perform human intelligence functions such as neural networks, deep learning, natural language processing, robotics, and image recognition.	Technical	OPM
Assessment Tools and Methods	Applies knowledge of various assessment tools (e.g., interviews, biodata, cognitive tests) and methods (e.g., online, proctored) used for personnel selection and promotion to guide assessment development and delivery.	Technical	DOI

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Asset Management	Knowledge of asset management concepts, policies, and procedures used to plan, manage and carry out all aspects of concession programs and facility management.	Technical	DOI
Asset Management 2	Application of asset management concepts, policies, and procedures used to plan, manage, and carry out all aspects of collections management and museum property.	Technical	DOI
Astronomy	Knowledge of the concepts, principles, and theories of the physical processes leading to the emission of electromagnetic radiation or particles from celestial bodies, the measurement and physical characteristics of celestial bodies, including cosmic microwave background, submillimeter technology, galaxies, star formations, and planetary science.	Technical	OPM
Attention to Detail	Is thorough when performing work and conscientious about attending to detail.	General	OPM
Attention to Detail - 2	Considers all aspects involved in accomplishing a task, no matter how minute. Precisely follows procedures to ensure each element of a task is accurately completed.	General	DOI
Audit Reporting	Knowledge of the principles, practices, and techniques used to report audit findings (criteria, condition, cause, effect, and recommendation).	Technical	OPM
Auditing	Knowledge of generally accepted auditing standards and procedures for conducting financial and compliance, economy and efficiency, and program audits.	Technical	OPM
Biology	Knowledge of the environment, plant and animal living tissue, cells, organisms, and entities, including their functions, interdependencies and interactions with each other and the environment.	Technical	OPM
Biosystematics	Knowledge of the concepts, principles, practices, and theories of the statistical analysis of data obtained from genetic, biochemical, and other studies to assess the taxonomic relationships of organisms or populations, especially within an evolutionary framework.	Technical	DOI
Botany	Knowledge of the concepts, principles, and theories of plants, including structures and functions, classification, taxonomy, plant communities, distribution, habitat requirements, life histories, reproduction, conservation, and care of plant species.	Technical	OPM
Budget Administration	Knowledge of the principles and practices of budget administration and analysis; including preparing, justifying, reporting on, and executing the budget; and the relationships among program, budget, accounting, and reporting systems.	Technical	OPM
Budget Coordination	Coordinating and analyzing budget allocations and expenditures to ensure financial efficiency and alignment with organizational goals and objectives.	Technical	DOI
Building and Construction	Knowledge of materials, methods, and the tools to construct objects, structures, and buildings.	Technical	OPM
Building Codes	Exhibits expertise in rules and regulations surrounding building codes such as, Life Safety Codes, Architectural Barriers Act, and other architectural components of buildings.	Technical	DOI
Business Management Systems	Knowledge of business management systems, including financial management, procurement, personnel, property management, travel, and private sector business operations. Ability to assess organizational capability of managing business processes.	Technical	DOI
Building Materials and Construction Technologies	Applies understanding of building science and construction to project design.	Technical	DOI
Business Process Reengineering	Knowledge of methods, metrics, tools, and techniques of Business Process Reengineering.	Technical	OPM

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Capacity Management	Knowledge of the principles and methods for monitoring, estimating, or reporting actual performance or the performance capability of information systems or components.	Technical	OPM
Capital Planning and Business Analysis	Knowledge of the principles and methods of capital investment analysis or business case analysis, including return on investment analysis.	Technical	DOI
Capital Planning and Investment Assessment	Knowledge of the principles and methods of capital investment analysis or business case analysis, including return on investment analysis.	Technical	OPM
Carpentry	Expertise in the building, rebuilding, methods, materials, and appropriate tools selection and usage to build and rebuild wood components of buildings and structures	Technical	DOI
Carpentry/ Woodworking	Knowledge of materials, methods, and the appropriate tools to construct, install, finish, or repair wooden objects or structures.	Technical	OPM
Cartography	Knowledge of the concepts, principles, theories, and methods related to the research, design, development, or revision of maps, charts, and related cartographic products, and photogrammatic and cartographic processing.	Technical	OPM
Cartography 2	Applies cartographic principles, theories, and methods in the design, development, revision and/or interpretation of maps, charts, and related cartographic products, and photogrammatic and cartographic processing.	Technical	DOI
Cartography Interpretation	Understanding detailed current and historic maps that communicate spatial information and data, utilizing cartographic techniques and tools to enhance visual clarity and user understanding.	Technical	DOI
Change Management	Knowledge of change management principles, strategies, and techniques required for effectively planning, implementing, and evaluating change in the organization.	Technical	OPM
Chemical Engineering	Knowledge of the concepts, principles, and theories related to the chemical composition or physical characteristics of materials for the design, construction, operation, and improvement of processes or systems.	Technical	OPM
Chemistry	Knowledge of the concepts, principles, and theories of the composition, structure, and properties of substances, and of the chemical processes and transformations, including uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.	Technical	OPM
Chemistry (+)	Knowledge of chemicals, including hazardous materials, and their uses, interactions, dangers, production, storage, and disposal.	Technical	OPM
Civil Engineering	Knowledge of the concepts, principles, theories, and methods required to plan, design, construct, operate, and maintain facilities such as buildings, transportation systems, water and sanitary systems, and other public works systems.	Technical	OPM
Civil Rights Laws, Regulations and Policies	Knowledge of federal employment laws; regulations; executive orders; agency rules, guidance and guidelines; and legal precedents related to hiring and termination practices and equal employment opportunity.	Technical	DOI
Classification	Knowledge of classification concepts, principles, and practices related to structuring organizations and positions and determining the appropriate pay system, occupational grouping, title, and pay level of positions.	Technical	OPM
Clerical	Knowledge of filing, typing, entering data, maintaining records, taking shorthand, and using and completing forms.	Technical	OPM

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Climate Change Adaptation	Responds to climate change using best available science and/or indigenous knowledge in planning and conservation efforts.	Technical	DOI
Climate Change Mitigation	Reduces the impact of climate change through actions such as lowering or preventing greenhouse gas emissions, strengthening ecosystem services, and reducing vulnerability of species and infrastructure.	Technical	DOI
Client Engagement/ Change Management	Knowledge of the impact of change on people, processes, procedures, leadership, and organizational culture; knowledge of change management principles, strategies, and techniques required for effectively planning, implementing, and evaluating change in the organization.	Technical	OPM
Climate Change	Respond to climate change using best available science and/or indigenous knowledge in planning and conservation efforts services to reduce the vulnerability of species and infrastructure.	Technical	DOI
Climate Science	Describes and investigates the concepts, principles, theories, and methods used to examine the interrelationships among the biosphere, hydrosphere, lithosphere, cryosphere, and atmosphere, including how and why they change over time.	Technical	DOI
Cloud Technology	Knowledge of the principles and concepts of Cloud technologies, tools, and system environments, including computing components (hardware, software and infrastructure) that support the delivery of Cloud computing services (for example, Software as a Service (SaaS), Platform as a Service (PaaS), Infrastructure as Service (IaaS), or other cloud-enabled services).	Technical	DOI
Collaboration	The act of working together with people or organizations with varied interests to achieve the common goals or solutions of the interested parties.	Both	DOI
Collaboration 2	Engaging with team members and stakeholders to share ideas, resources, and expertise, fostering a cooperative environment that drives collective problem-solving and enhances project outcomes.	Both	DOI
Color Contrast Theory	Applying principles of color contrast theory to enhance visual clarity and impact in design, effectively selecting and juxtaposing colors to create emphasis, improve legibility, accessibility, and usability, and evoke desired emotional responses in various projects.	Technical	DOI
Color Theory (Art)	Knowledge of the principles, methodology, and understanding of colors and the color wheel, to create, develop, and design; application of color principles in designs resulting in messaging that is harmonious, experimental, or focused color schemes tailored to the project and/or stakeholder needs	Technical	DOI
Color Theory (2)	Utilizing principles of color theory to enhance visual communication and artistic expression, selecting and combining colors to achieve desired emotional responses and aesthetic effects in various projects.	Technical	DOI
Collections Care	Application of museum standards for documentation, preservation, and access/use of collections.	Technical	DOI
Commercial Services Development	Knowledge of local economic trends as they relate to operations of commercial services. Understanding of private sector business operations processes and concepts, including operation costs and revenues, staffing levels, size of operation, and fulfillment of contractual financial obligations.	Technical	DOI
Commercial Services Operations	Knowledge of local economic trends as they relate to operations of commercial services. Understanding of private sector business operations processes and concepts, including operation costs and revenues, staffing levels, size of operation, and fulfillment of contractual financial obligations.	Technical	DOI

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Communication	Provides timely, concise, and accurate information to others both orally and in writing. Helps others effectively communicate and ensures communication occurs between all organizational levels.	General	DOI
Communications and Media	Knowledge of the production, communication and dissemination of information and ideas to inform and entertain via written, oral, and visual media.	Technical	OPM
Communications and Media 2	Craft clear and effective messages across various media platforms, tailoring content to diverse audiences, and utilizing communication strategies to enhance organizational goals and stakeholder engagement.	Technical	DOI
Communication Approaches	Knowledge of the creation, communication, and sharing of information and ideas to inform and entertain via written, oral, and visual media.	Technical	DOI
Communication Results	Translates technical concepts, data findings, uncertainty, and/or limitations (including potential bias) from data sets into concise, plain language and supporting diagrams and media.	Technical	OPM
Communications Security Management	Knowledge of the principles, policies, and procedures involved in ensuring the security of communications services and data, and in maintaining the communications environment on which it resides.	Technical	OPM
Compensation	Knowledge of compensation concepts, principles, and practices, including pay and leave administration and compensation flexibilities.	Technical	OPM
Complaints Program	Demonstrates and applies knowledge and understanding of the federal sector equal employment opportunity complaint process and use of alternative dispute resolution.	Technical	DOI
Compliance	Knowledge of procedures for assessing, evaluating, and monitoring programs or projects for compliance with Federal laws, regulations, and guidance.	Technical	OPM
Compliance 2	Ensure adherence to regulatory requirements, laws, regulations, industry standards, and agency policies. Ability to identify, manage and mitigate compliance risks while fostering a culture of ethical behavior and accountability within the organization.	Technical	DOI
Compliance Inspection	Knowledge of the guidelines, regulations, and procedures associated with compliance inquiries, including application of compliance rules and criteria and ability to make appropriate decisions and issue citations, fines, or orders.	Technical	OPM
Compliance Management	Knowledge of the guidelines, regulations and procedures associated with compliance inquiries, including application of compliance rules and criteria and ability to make appropriate decisions and issue orders as appropriate.	Technical	DOI
Computer Engineering	Knowledge of the concepts, principles, theories, and methods of integrating electrical engineering with computer science to design and develop computer systems or other technological devices.	Technical	DOI
Computer Forensics	Knowledge of tools and techniques used in data recovery and preservation of electronic evidence.	Technical	OPM
Computer Languages	Knowledge of computer languages and their applications to enable a system to perform specific functions.	Technical	OPM
Computer Network Defense	Knowledge of defensive measures to detect, respond, and protect information, information systems, and networks from threats.	Technical	OPM
Computer Skills	Uses computers, software applications, databases, and automated systems to accomplish work.	Both	OPM
Computers and Electronics	Knowledge of electric circuit boards, processors, chips, and computer hardware and software, including applications and programming.	Technical	OPM

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Configuration Management	Knowledge of the principles and methods for planning or managing the implementation, update, or integration of information systems components.	Technical	OPM
Conflict Management	Manages and resolves conflicts, grievances, confrontations, or disagreements in a constructive manner to minimize negative personal impact.	General	OPM
Conflict Management (2)	Uses appropriate methods and coordinates actions to reduce tension, resolve differences, and prevent conflicts from escalating.	General	DOI
Conflict Management (3)	Encourages creative tension and differences of opinions. Anticipates and takes steps to prevent counter-productive confrontations. Manages and resolves conflicts and disagreements in a constructive manner. Escalates conflicts and disagreements when appropriate and constructive in order to get to resolution.	General	OPM
Conflict Resolution	Manages and resolves conflicts, grievances, confrontations or disagreements in a constructive manner to minimize negative personal and/or organizational impact.	General	DOI
Conscientiousness	Displays a high level of effort and commitment towards performing work; demonstrates responsible behavior.	General	OPM
Conservation Biology	Knowledge of the concepts, principles, practices, and theories of the management of natural systems and biodiversity with the aim of protecting species, habitats, ecosystems, and ecological functions.	Technical	DOI
Constitutional Law	Knowledge of the laws and legal precedents related to the U.S. Constitution.	Technical	OPM
Continual Learning	Assesses and recognizes own strengths and weaknesses; pursues self-development.	General	OPM
Continual Learning (2)	Seeks feedback from others and opportunities to master new knowledge.	General	DOI
Continual Learning (3)	Assesses and recognizes own strengths and weaknesses; pursues new knowledge and skill-development.	General	DOI
Contracting	Develop and execute contractual agreements and documents in support of acquisitions and procurement officials.	Technical	DOI
Contracting/Procurement	Knowledge of various types of contracts, techniques, or requirements (for example, Federal Acquisitions Regulations) for contracting or procurement, and contract negotiation and administration.	Technical	OPM
Contracting/Procurement 2	Manage contracting and procurement processes by drafting and/or negotiating contracts, evaluating vendor proposals, and ensuring compliance with procurement policies to secure goods and services efficiently.	Technical	DOI
Control of Funds	Knowledge of the principles, procedures, and requirements for maintaining control and accountability of obligations and expenditures for all appropriations and fund accounts (for example, revolving, non-appropriated, multiyear, and single-year appropriations).	Technical	OPM
Cost Accounting	Knowledge of the principles, procedures, and methods of cost accounting, including the use of historical cost, market value, or present value to measure cost; methods for assigning cost to accounting periods; and cost allocation, cost accrual, depreciation, and unit cost.	Technical	OPM
Cost Estimation and Analysis	Knowledge of the principles, practices, and methods used to determine, estimate, and analyze costs, including determining life cycle costs, application of cost models, and evaluation of cost realism.	Technical	OPM
Cost Estimation and Analysis 2	Analyzing project requirements and market conditions to develop cost estimates that inform early and long term budgeting and financial planning decisions.	Technical	DOI

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Cost Estimation and Analysis 3	Applies principles, practices, and methods to determine, estimate, and analyze costs, including determining life cycle costs, application of cost models.	Technical	DOI
Cost-Benefit Analysis	Knowledge of the principles and methods of cost-benefit analysis, including the time value of money, present value concepts, and quantifying tangible and intangible benefits.	Technical	OPM
Cost-Benefit Analysis (2)	Conduct cost-benefit analyses to support informed decision-making using principles and methods including the time value of money, present value concepts, and quantifying tangible and intangible benefits.	Technical	DOI
Counterintelligence & Insider Threat	Knowledge and identification of the threats and methods of Foreign Intelligence Entities and recognition of Foreign Intelligence Entities' use of Cyber Attacks.	Technical	DOI
Creative Thinking	Uses imagination to develop new insights into situations and applies innovative solutions to problems; designs new methods where established methods and procedures are inapplicable or are unavailable.	General	OPM
Creative Thinking (+)	Uses imagination to develop new insights into situations and applies new solutions to problems; designs new methods where established methods and procedures are not suitable or are unavailable.	General	OPM
Creativity and Innovation	Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting edge programs/processes.	General	OPM
Critical Thinking	Assesses the authenticity, accuracy, and value of information. Uses logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.	General	DOI
Criminal Investigation	Knowledge of the guidelines, regulations, and procedures associated with criminal investigation, including evidence detection and handling and drawing appropriate factual inferences and conclusions.	Technical	OPM
Criminal Law	Knowledge of state and Federal criminal laws, including procedures, regulations, guidelines, and precedents related to admissibility of evidence and prosecution.	Technical	OPM
Cultural Resource Management	Application of theories, principles, concepts, practices, standards, and methods of cultural resource management, including the inventory, evaluation, protection, and management of known and unknown precolonial/precontact or historic resources.	Technical	DOI
Cultural Resource Management 2	Ensures consistency with standards, laws, policies, and guidance for the treatment and preservation of historic resources in cultural resource management, including the inventory, evaluation, protection, and management of known and unknown precontact or historic resources.	Technical	DOI
Customer Focus	Anticipates and meets the needs of customers. Seeks feedback from customers, peers, and supervisors on how services and products are meeting expectations.	General	DOI
Customer Service	Works with clients and customers (that is, any individuals who use or receive the services or products that your work unit produces, including the general public, individuals who work in the agency, other agencies, or organizations outside the Government) to assess their needs, provide information or assistance, resolve their problems, or satisfy their expectations; knows about available products and services; is committed to providing quality products and services.	General	OPM
Customer Service (§)	Anticipates and meets the needs of General internal and external customers. Delivers high-quality products and services; is committed to continuous improvement.	General	OPM

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Data Analysis	Manipulates and exploits internal and external, structured, and unstructured data sources to accomplish organizational goals.	Technical	OPM
Data Analysis and Interpretation	Applies knowledge of statistical principles, methods, and software packages (e.g., SPSS, R); Ability to interpret statistical data to make recommendations or decisions about recruitment, selection, hiring, assessment, evaluation and/or other measurement issues.	Technical	DOI
Data Extraction and Transformation	Retrieves and ingests disparate types of data from a variety of unstructured and structured sources, and then organizes, cleans, and transforms data sets for easy access, analysis, and optimization.	Technical	OPM
Data Interpretation	Skill in collecting, analyzing, and interpreting data and policies, to determine actions and develop and propose guidance.	Technical	DOI
Data Interpretation 2	Synthesize data to identify trends, derive actionable insights, and support informed decision-making by applying scientific methods and data visualization techniques.	Technical	DOI
Data Management	Knowledge of the principles, procedures, and tools of data management, such as modeling techniques, data backup, data recovery, data dictionaries, data warehousing, data mining, data archiving, data disposal, and data standardization processes.	Technical	OPM
Data Management 2	Application of the principles, procedures, and tools of data management, such as modeling techniques, data backup, data recovery, data dictionaries, data warehousing, data mining, data archiving, data disposal, and data standardization processes.	Technical	DOI
Data Protection	Protect sensitive information by implementing security measures and data management strategies, to ensure data security during data sharing and optimal data retrieval processes.	Technical	DOI
Data Systems	Knowledge of computer hardware and software development and systems as they apply to the conception, specification, analysis, planning, development, installation, test, modification and use of data handling and computing systems in support of aerospace flight and ground systems.	Technical	OPM
Data Visualization	Utilizes tools, techniques, and software to generate reports or visualizations that convey data analyses, findings, and limitations.	Technical	OPM
Database Administration	Knowledge of the principles, methods, and tools for automating, developing, implementing, or administering database systems.	Technical	OPM
Database Management Systems	Knowledge of the uses of database management systems and software to control the organization, storage, retrieval, security, and integrity of data.	Technical	OPM
Database management Systems 2	Utilizing database management systems to ensure data integrity, and security for effective information retrieval and storage.	Technical	DOI
Decision Making	Makes sound, well-informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change.	General	OPM
Decision Support	Knowledge of decision support theories, methods, and tools for identifying, synthesizing, representing, and evaluating the important aspects of a decision situation and prescribing the recommended course for decision makers and other stakeholders.	Technical	OPM
Decisiveness	Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.	General	OPM
De-Escalation Techniques	Knowledge of the techniques for reducing the intensity of a conflict or potentially violent situation.	Technical	DOI

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Delegation	Assigns the authority for particular functions, tasks, and decisions to others.	General	DOI
Dendrology	Knowledge of the concepts, principles, and characteristics of trees, shrubs, and other woody plants.	Technical	DOI
Dependability	Displays the self-discipline and resolve to reliably complete tasks in a timely manner and in accordance with procedures or directions.	General	DOI
Depth Perception	Accurately judges which of several objects is closer or farther away from the observer, or the distance between an object and the observer.	General	OPM
Design	Knowledge of conceptualizing, developing, producing, understanding, and using plans, models, blueprints, and maps, including the use of tools and instruments to produce precision technical drawings, working prototypes, components, or systems.	Both	OPM
Design 2	Create context-sensitive solutions by soliciting stakeholder input, defining programmatic needs, understanding environmental influences, conceptualizing ideas, developing detailed plans, and refining prototypes to meet project requirements and enhance functionality and aesthetics.	Technical	DOI
Detention	Knowledge of the policies and procedures for detaining criminal suspects including processing, fingerprinting, detention requests, informing detainee of charges, and transportation.	Technical	OPM
Developing Others	Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods.	General	OPM
Digital Collaboration	Uses digital tools, technologies, or social media for communication, knowledge-sharing, and collaborative processes; works with others to construct and create resources and knowledge, or provide services, in a digital environment.	General	OPM
Disability Program	Monitors and facilitates efficient processing of reasonable accommodation/accessibility requests in accordance with established federal disability laws, regulations and guidance.	Technical	DOI
Distributed Systems	Knowledge of the principles, theoretical concepts, and tools underlying distributed computing systems, including their associated components and communication standards.	Technical	OPM
Diversity and Inclusion	Understands multiple cultural frameworks, values and norms; demonstrates an ability to flex style when faced with myriad dimensions of culture in order to be effective across cultural contexts; understands the dynamics of cross-cultural and inclusion-related conflicts, tensions, misunderstandings or opportunities; and understands the history, context, geography, religions and languages of the regions in which the organization does business.	Both	DOI
Earth Science	Knowledge of interdisciplinary disciplines associated with the earth's composition, structure, or other physical aspects, including atmosphere.	Technical	OPM
Ecoinformatics	Knowledge of the concepts, principles, practices, and theories of the integration of environmental and informational sciences to facilitate environmental research and management through innovations in accessing information, database integration, and algorithm development to enable dataset combination.	Technical	DOI
Ecological Transformation	Describes and investigates the concepts and principles of ecosystem transition to new and potentially irreversible states.	Technical	DOI

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Ecology	Knowledge of the concepts, principles, and theories of the interrelationships among organisms and their environment, including competition and predation, evolution and natural selection, population dynamics, and the impact of natural phenomena or human actions on natural systems, processes, and biota.	Technical	OPM
Economics	Knowledge of economic policy, principles, and practices, market and non-market values, and the analysis and reporting of economic data.	Technical	OPM
Economics 2	Apply knowledge of economic principles, theories, and practices, evaluate market and non-market values, as well as analyze and report on economic data.	Technical	In Validation Process
Economics and Accounting	Knowledge of economic and accounting principles and practices, tax law and practices, the financial markets, banking, and the analysis and reporting of financial data.	Technical	OPM
Education and Training	Knowledge of teaching, training, research, making presentations, lecturing, testing, and other instructional methods.	Technical	OPM
Education and Training 2	Develop and deliver learning opportunities, create educational materials, assess learner needs, and evaluate program outcomes to enhance skills and knowledge.	Technical	DOI
Electrical	Knowledge of electrical equipment, components, instruments, and systems, including their design, installation, testing, uses, repair, or maintenance.	Technical	OPM
Electrical Engineering	Knowledge of the concepts, principles, theories, and methods related to the design, analysis, test, and integration of electrical systems; energy conversion; electrical power generation; and energy transmission, control, distribution or use.	Technical	OPM
Electronic Commerce (e-Commerce)	Knowledge of the principles, methods, and tools for conducting business online, including electronic data interchange.	Technical	OPM
Electronics	Knowledge of electronic theory, circuits, components, and material properties (excluding computers).	Technical	OPM
Electronics Engineering	Knowledge of the concepts, principles, theories, and methods related to the design, analysis, test, fabrication, or verification of analog or digital electronic systems.	Technical	OPM
Embedded Computers	Knowledge of specifications and uses of specialized computer systems used to control devices (for example, automobiles, helicopters), including the appropriate programming languages.	Technical	OPM
Emotional Intelligence/Emotional Intelligence Competence	The ability to monitor one's own and others' feelings and emotions, discriminate among the emotions and to use this information to manage situations, thinking and actions.	Both	DOI
Empathy	Displays a sense of shared experience and understanding with another person's situation.	General	DOI
Employee Benefits	Knowledge of HR concepts, principles, and practices related to retirement, insurance, injury compensation, and other employee benefits programs.	Technical	OPM
Employee Development	Knowledge of employee development concepts, principles, and practices related to planning, evaluating, and administering training, organizational development, and career development initiatives.	Both	OPM
Employee Relations	Knowledge of laws, rules, regulations, case law, principles, and practices related to employee conduct, performance, and dispute resolution.	Technical	OPM

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Employment Testing and Assessment	Applies knowledge of psychological theories, psychometrics, and applicable professional guidelines in developing reliable and valid personnel assessments. Assesses stakeholder needs and recommends assessment solutions that are feasible, fair, and psychometrically sound	Technical	DOI
Encryption	Knowledge of procedures, tools, and applications used to keep data or information secure, including public key infrastructure, point-to-point encryption, and smart cards.	Technical	OPM
Engineering and Technology	Knowledge of engineering concepts, principles, and practices, and of equipment, tools, mechanical devices, and their uses to produce motion, light, power, technology, and other applications.	Technical	OPM
Enterprise Architecture	Knowledge of principles, concepts, and methods of enterprise architecture to align information technology (IT) strategy, plans, and systems with the mission, goals, structure, and processes of the organization.	Technical	OPM
Entomology	Knowledge of the concepts, principles, and theories of insects, including taxonomy, morphology, behavior, life cycles, population dynamics, host-insect interactions, the role of insects in natural and managed ecosystems, and the regulation, prevention, and control of pest-related problems.	Technical	OPM
Entrepreneurship	Positions the organization for future success by identifying new opportunities; builds the organization by developing or improving products or services. Takes calculated risks to accomplish organizational objectives.	General	OPM
Environmental Compliance	Knowledge of environmental compliance concepts, principles, and practices applicable to a full range of duties to resolve pollution problems associated with solid and hazardous waste operations, domestic and industrial wastewater disposal and water supply operations, solid and hazardous materials and waste operations, air pollution parameters, asbestos, lead, pesticides and other contaminants associated with Service operations, and their associated environmental liabilities.	Technical	DOI
Environmental Compliance 2	Ensuring adherence to environmental regulations and standards through systematic audits and assessments, promoting sensitive environmental practices.	Technical	DOI
Environmental Engineering	Knowledge of the concepts, principles, theories, and methods to protect and improve the quality of the environment and its resources; and to monitor, control, abate, and prevent pollutants.	Technical	OPM
External Awareness	Identifies and understands economic, political, and social trends that affect the organization.	General	OPM
External Awareness (2)	Understands and keeps up to date on local, national, and international policies and trends that affect the organization and shape stakeholders' views; is aware of the organization's impact on the external environment.	General	OPM
Eye-Hand Coordination	Accurately coordinates one's eyes with one's fingers, wrists, or arms to perform job-related tasks (for example, to move, carry, or manipulate objects).	General	OPM
Facilitation	Knowledge of the concepts, principles, theories, and techniques of facilitation used to lead meetings, workshops, and other collaborative exercises; able to lead diverse groups to find consensus in shared interests and objectives.	Both	DOI
Facilitation 2	Guide group discussions by facilitating meetings, managing group dynamics, and ensuring productive dialogue to achieve collaborative outcomes and resolve issues effectively.	Technical	DOI

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Facilities	Knowledge of the physical, engineering, and experimental equipment and operational characteristics of facilities, and safety and equipment development designed to support aerospace activities.	Technical	OPM
Facility Security Assessments	Knowledge of how to conduct recurring security assessments to evaluate threats, vulnerabilities, and impact of loss/consequences, as well as develop security countermeasures that mitigate risk to an acceptable level.	Technical	DOI
Facility Security Assessments 2	Conducting facility security assessments to identify vulnerabilities and develop actionable recommendations for improving safety and protection measures.	Technical	DOI
Federal Funds Processing	Knowledge of methods and procedures for processing direct and reimbursable program funds (for example, automatic and funded reimbursements, interagency agreements, transfer appropriations), grants, loans, and credit programs.	Technical	OPM
Financial Analysis	Knowledge of the principles, methods, and techniques of financial analysis, forecasting, and modeling to interpret quantitative and qualitative data; includes data modeling, earned value management, and evaluating key financial indicators, trends, and historical data.	Technical	OPM
Financial Assistance Mechanisms	Knowledge of the differences between acquisition and financial assistance purposes and requirements; knowledge of Federal assistance instruments, techniques, and procedures for grants (for example, block, mandatory, discretionary) and agreements (for example, cooperative, interagency).	Technical	OPM
Financial Management	Prepares, justifies, and/or administers the budget for program areas; plans, administers, and monitors expenditures to ensure cost-effective support of programs and policies; assesses financial condition of an organization.	Technical	OPM
Financial Procurement Strategy	Develop, implement, and manage effective plans for acquiring goods, services, or assets to meet an organization's strategic goals.	Technical	DOI
Financial Systems	Knowledge of the standards, architecture, and specifications of automated financial systems, including source documents, system flows, system interfaces, and related internal controls.	Technical	OPM
Fine Arts	Knowledge of theory and techniques required to produce, compose, and perform works of music, dance, visual arts, drama, and sculpture.	Technical	OPM
Fire Management	Knowledge of the concepts, principles, and theories of fire management, including the characteristics, behavior, and ecology of fire; methodologies, strategies, and equipment used in prescribed fires; fire detection, prevention, and suppression strategies; and integration of fire with natural resource management.	Technical	OPM
Fire Response	Employ wildland fire suppression tactics, operational strategies, and utilize knowledge of resource capabilities in support of initial and extended attack dispatch operations on wildland fire and emergency incidents.	Technical	DOI
Firearms	Knowledge of firearm usage and related issues, such as ammunition, range regulations and safety and use of force policies.	Technical	OPM
First Response	Knowledge of emergency management methods, such as first aid, rescue techniques, and threat assessments.	Technical	OPM
Fiscal Resource Management	Plans, allocates, spends, and manages monetary resources to complete individual, group, department, or organization-wide operational work activities.	Technical	DOI

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Fishery Biology	Knowledge of the concepts, principles, and theories of aquatic life, including classification, taxonomy, population dynamics, distribution, habitat requirements, life histories, reproduction, behaviors, conservation, and care of aquatic species.	Technical	OPM
Flexibility	Is open to change and new information; adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles; effectively deals with ambiguity.	General	OPM
Flexibility (+)	Is open to change and new information; adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles; effectively deals with uncertainty.	General	OPM
Flexibility (±)	Is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles.	General	OPM
Flight Systems	Knowledge of the concepts, principles, and theories related to the development, design, test, and evaluation of aerospace flight vehicles and their component subsystems, or their related external systems.	Technical	OPM
Fluid Dynamics and Mechanics	Knowledge of the concepts, principles, and theories of computational fluid dynamics, fluid mechanics, flight dynamics, flight structures, the force and motion mechanics of vehicles in various atmospheric and celestial environments, aerothermodynamics, and the characteristics of electrically conducting fluids under the action of magnetic and electric fields.	Technical	OPM
Food Production	Knowledge of planning, growing, and harvesting of food for consumption using appropriate equipment and techniques.	Technical	OPM
Foreign Language	Knowledge of sign language or of the structure and content of a foreign (non-English) language, including the meaning and spelling of words, rules of composition, and grammar.	Technical	OPM
Forensics	Knowledge of procedures of civil, criminal, or administrative hearings, evidence collection, including the delivery and receipt of evidence, classes of evidence, and rules of evidence and legal procedures.	Technical	OPM
Forest Management	Knowledge of the concepts, principles, and theories of silviculture and forest ecology, forest use, management, harvesting, conducting inventories, regeneration, sustainability, and conservation; and the role of disturbances in timberland resources.	Technical	OPM
Fuels, Fire, Weather Analysis	Apply wildland fire danger rating systems and predictive services; utilizing inputs such as fuels models, weather, topography, and values at risk to determine preparedness and staffing levels; predict fire season severity, areas of extreme fire danger, and fire behavior potential.	Technical	DOI
General Engineering	Knowledge of the concepts, principles, and theories of engineering and their practical applications.	Technical	OPM
Genetics	Knowledge of the concepts, principles, and theories of genetics, including the biochemistry of DNA, gene interaction, gene expression, gene inheritance, population genetics, adaptation, and evolution.	Technical	OPM
Geography	(Application of the) Knowledge of geographical locations, their relationships and characteristics.	Technical	OPM
Geography 3	Assess and analyze geospatial data and use geographic concepts to support data visualization, decision making, operations and cartographic products.	Technical	DOI
Geographical Sciences	Knowledge of the concepts, principles, theories, and methods for describing the location and distribution of land, sea, and air masses, including their physical locations, relationships, characteristics, and what the land supports.	Technical	OPM

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Geographical Sciences 2	Application of the concepts, principles, theories, and methods for describing the location and distribution of land, sea, and air masses, including their physical locations, relationships, characteristics, and what the land supports.	Technical	DOI
Geographical Sciences 3	Application of the concepts, principles, theories, and methods for describing the location and distribution of features and phenomena including their relationships and characteristics.	Technical	DOI
Geology	Knowledge of the concepts, principles, and theories of the origins and structure of the earth, including the physical forces that have shaped it and its physical and organic history.	Technical	OPM
Geology +	Application of the concepts, principles, and theories of the origins and structure of the earth, including the physical forces that have shaped it and its physical and organic history.	Technical	DOI
Geology 2	Understand and interpret geological data to understand Earth's processes, materials, and history, utilizing various tools and techniques to inform resource use and management	Technical	DOI
Geophysics	Knowledge of the concepts, principles, and theories related to solid earth structure, global seismic patterns, lithosphere, atmosphere, and the behavior of the earth's gravitational, magnetic, and electrical fields, and other forces affecting the earth and its environment.	Technical	OPM
Geospatial Analysis	Examining the locations, attributes, and relationships of features in geospatial data through overlay and other analytical techniques in order to address a question or gain useful knowledge.	Technical	DOI
Geospatial Analysis 2	Read and interpret maps and geospatial data including locations, attributes, and the relationships of features to determine ownership, jurisdiction, protection responsibility, values at risk, and to support decision making.	Technical	DOI
Geospatial Information Systems	Knowledge of and skill in manipulating computer systems designed for capturing, storing, analyzing, and displaying data related to positions on the surface of the earth and other planetary bodies in order to better understand spatial patterns and relationships.	Technical	DOI
Geospatial Information Systems 2	Application of knowledge and skill in manipulating computer systems designed for capturing, storing, checking, and displaying data related to positions on Earth's surface in order to better understand spatial patterns and relationships.		DOI
Geotechnical Engineering	Knowledge of the concepts, principles, theories, and methods related to the investigation and evaluation of subsurface soil or geologic conditions and properties for the purpose of designing stable foundation systems, earthen structures, or the remediation of subsurface conditions.	Technical	DOI
Grants Management	Knowledge of requirements, practices, and procedures for soliciting, receiving, reviewing, and processing proposals, and awarding and administering grants and agreements.	Technical	OPM
Grants Management Laws, Regulations, and Guidelines	Knowledge of principles, laws, regulations, policies, practices, and guidelines (for example, Executive Orders, Code of Federal Regulations, OMB circulars) of grant or agreement programs, including their order of precedence.	Technical	OPM
Hardware	Knowledge of specifications, uses, and types of computer or computer-related equipment.	Technical	OPM
Hardware Engineering	Knowledge of the principles, methods, and tools for designing, developing, and testing computer or computer-related equipment.	Technical	OPM
Hazardous Materials	Knowledge of hazardous materials and waste and their uses, interactions, dangers, production, handling, storage, and disposal.	Technical	OPM

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Hazardous Materials 2	Manage hazardous materials by implementing safety protocols, conducting risk assessments, and ensuring proper handling and disposal to maintain a safe and compliant work environment.	Technical	DOI
Hazardous Materials Testing and Mitigation	Assess materials and/or conditions for hazardous materials. Conduct testing and mitigation as needed. Follow all established rules and regulations.	Technical	In Validation Process
Health and Safety Awareness	Applies the knowledge and understanding necessary to adhere to and implement health and safety laws, regulations, and other occupational standards for the purpose of establishing, promoting, and maintaining a safe work environment for oneself and others.	Technical	DOI
Health Physics	Knowledge of the concepts, principles, theories, and methods pertaining to the protection of people, their environment, and equipment from hazards (for example, radiation or hazardous chemicals) and the control of radioactive material.	Technical	OPM
Herpetology	Knowledge of reptiles and amphibians including classification, identification, distributions, biology, ecology, communities, and management.	Technical	DOI
Historical Archaeology	Understanding of historical events and their causes, indicators, and impact on particular civilizations and cultures, and of preservation and archival techniques.	Technical	In Validation Process
Historical Research	Conducting in-depth historical research to analyze and interpret primary and secondary sources to conduct a systematic inquiry into a subject matter, contributing to a comprehensive understanding of cultural narratives and historical events.	Technical	DOI
Historic Architecture	Assess the historical significance and structural integrity of the built environment to ensure the preservation, protection, and use of historic structures while complying with The Secretary of the Interior's Standards for the Treatment of Historic Properties and other law and policy through research, planning and stewardship.	Technical	DOI
Historic Preservation	Implements, maintains, and promotes the stewardship of historic and cultural resources through planning, protection, restoration, rehabilitation, and interpretation of buildings, structures, objects, districts, areas, and sites, including underwater sites and burial sites, significant to the history, architecture, archaeology, or culture through public outreach.	Technical	DOI
History	Research and analyze historical events to identify patterns, causes, and impacts, utilizing primary and secondary sources from multiple perspectives to construct well-supported interpretations in contexts with narratives that inform contemporary discussions.	Technical	DOI
History and Archaeology	Knowledge of historical events and their causes, indicators, and impact on particular civilization and cultures, and of preservation and archival techniques.	Technical	OPM
Horticulture	Knowledge of the concepts, principles, practices, and theories of the cultivation of plants.	Technical	OPM
Horticultural Sciences	Knowledge of the concepts, principles, theories, and practices of cultivation or crop management, physiological processes in plant growth and crop yield.	Technical	OPM
Hospitality and Tourism Management	Knowledge of hospitality and tourism industry standards, best practices, and trends, including the concepts, practices and procedures of management and business, finance, and the development, implementation, and oversight of long-term strategic plans.	Technical	DOI

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
HR Information Systems	Knowledge of HR management concepts, principles, and practices related to identifying and analyzing HR processes, translating functional requirements into technical requirements, and delivering and maintaining HR information systems.	Technical	OPM
Human Capital Management	Builds and manages workforce based on organizational goals, budget considerations, and staffing needs. Ensures that employees are appropriately recruited, selected, appraised, and rewarded; takes action to address performance problems. Manages a multi-sector workforce and a variety of work situations.	Technical	OPM
Human Factors	Knowledge of the principles, methods, and tools used to identify and apply information about human behavior, abilities, limitations, and other characteristics to the design of tools, machines, systems, tasks, jobs, and environments for effective human use.	Technical	OPM
Hydraulic Engineering	Knowledge of the concepts, principles, theories, and methods applicable to analysis of the flow of fluids (open channel and pressure flow), estimation of river stages, and design of hydraulic structures, drainage structures, pipes, navigation facilities, reservoirs, locks, and dams.	Technical	OPM
Hydrology	Knowledge of the concepts, principles, theories, and methods related to the magnitude, distribution, and quality of water resources including watershed management, climatology, geomorphology, groundwater hydrology, water quality, water resource management, and groundwater/surface water interactions.	Technical	OPM
Identity Management	Knowledge of methods and controls to validate the identity of individuals to verify access approval and level, and monitor activity to ensure that only authorized access is taking place.	Technical	OPM
Incident Management	Knowledge of the tactics, technologies, principles, and processes to protect, analyze, prioritize, and handle incidents.	Technical	OPM
Industrial Equipment Operation	Knowledge of principles and methods for operating industrial equipment.	Technical	OPM
Industrial/Organizational Psychology	Applies the concepts, principles, and theories of Industrial/Organizational Psychology to human capital programs and practices (e.g., selection and assessment development).	Technical	DOI
Industrial Security	Knowledge of security requirements as stated in the National Industrial Security Program Operating Manual (NISPOM).	Technical	DOI
Influence	Persuades, convinces, and/or influences others for the purpose of achieving desired results.	General	DOI
Influencing/Negotiating	Persuades others to accept recommendations, cooperate, or change their behavior; works with others towards an agreement; negotiates to find mutually acceptable solutions.	General	OPM
Influencing/Negotiating (±)	Persuades others; builds consensus through give and take; gains cooperation from others to obtain information and accomplish goals.	General	OPM
Information Assurance	Knowledge of methods and procedures to protect information systems and data by ensuring their availability, authentication, confidentiality, and integrity.	Technical	OPM
Information Management	Identifies a need for and knows where or how to gather information; organizes and maintains information or information management systems.	Both	OPM
Information Management 2	Organize and oversee information systems by implementing data management strategies ensuring data accuracy and optimizing information retrieval processes.	Both	DOI

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Information Resources Strategy and Planning	Knowledge of the principles, methods, and techniques of information technology (IT) assessment, planning, management, monitoring, and evaluation, such as IT baseline assessment, interagency functional analysis, contingency planning, and disaster recovery.	Technical	OPM
Information Security	Knowledge of how to safeguard classified information, encompassing: document or information classification management, release of material into the public domain, and classification/declassification reviews.	Technical	DOI
Information Systems Security Certification	Knowledge of the principles, methods, and tools for evaluating information systems security features against a set of specified security requirements. Includes developing security certification and accreditation plans and procedures, documenting deficiencies, reporting corrective actions, and recommending changes to improve the security of information systems.	Technical	OPM
Information Systems/ Network Security	Knowledge of methods, tools, and procedures, including development of information security plans, to prevent information systems vulnerabilities, and provide or restore security of information systems and network services.	Technical	OPM
Information Technology Architecture	Knowledge of architectural methodologies used in the design and development of information systems, including the physical structure of a system's internal operations and interactions with other systems.	Technical	OPM
Information Technology Performance Assessment	Knowledge of the principles, methods, and tools (for example, surveys, system performance measures) to assess the effectiveness and practicality of information technology systems.	Technical	OPM
Information Technology Program Management	Knowledge of the principles, methods, and tools for the coordinated management of an IT program to include providing oversight of multiple IT projects, integrating dependent schedules and deliverables, and related activities (for example, benefits management, life cycle management, program governance).	Technical	OPM
Information Technology Research and Development	Knowledge of scientific principles, methods, and tools of basic and applied research used to conduct a systematic inquiry into a subject matter area.	Technical	OPM
Infrastructure Design	Knowledge of the architecture and typology of software, hardware, and networks, including LANS, WANS, and telecommunications systems, their components and associated protocols and standards, and how they operate and integrate with one another and with associated controlling software.	Technical	OPM
Initiative	Independently takes action to influence events. Offers own ideas for improvement and to promote the goals of the organization. Seeks feedback from appropriate persons on effects of actions.	General	DOI
Insurance	Knowledge of various types of insurance, insurance regulations, claims processing, examination, adjudication, or adjustment.	Technical	OPM
Integrity/ Honesty	Contributes to maintaining the integrity of the organization; displays high standards of ethical conduct and understands the impact of violating these standards on an organization, self, and others; is trustworthy.	General	OPM
Integrity/ Honesty (±)	Behaves in an honest, fair, and ethical manner. Shows consistency in words and actions. Models high standards of ethics.	General	OPM
Interagency Coordination	Coordinate with other agencies; Establish ongoing communication and working relationships.	General	DOI

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Internal Controls	Knowledge of the principles, methods, and techniques for establishing internal control activities (for example, authorizations, verifications, reconciliations), monitoring their use, and evaluating their performance (for example, identification of material weaknesses or significant deficiencies).	Technical	OPM
Interpersonal Dynamics	Relates to and responds to others in a professional and cooperative manner. Identifies and takes steps to prevent situations from resulting in non-productive confrontations.	General	DOI
Interpersonal Skills	Treats others with courtesy, sensitivity, and respect. Considers and responds appropriately to the needs and feelings of different people in different situations.	General	OPM
Interpersonal Skills (*)	Shows understanding, friendliness, courtesy, tact, empathy, concern, and politeness to others; develops and maintains effective relationships with others; may include effectively dealing with individuals who are difficult, hostile, or distressed; relates well to people from varied backgrounds and different situations; is sensitive to cultural diversity, race, gender, disabilities, and other individual differences.	General	OPM
Inspire	Encourages inquiry and exploration by creating engaging environments and asking thought-provoking questions, fostering a culture of curiosity, creativity, and passion, that inspires individuals to seek knowledge and challenge assumptions.	General	DOI
IT Modeling and Simulation	Knowledge of mathematical modeling and simulation tools and techniques to plan and conduct test and evaluation programs, characterize systems support decisions involving requirements, evaluate design alternatives, or support operational preparation.	Technical	OPM
Job Analysis	Uses job analytic processes and techniques, in accordance with professional and legal guidelines, to collect and analyze information about the requirements of a job for the purposes of developing selection and assessment tools and performance criteria.	Technical	DOI
Knowledge Management	Knowledge of the value of collected information and the methods of sharing that information throughout an organization.	Both	OPM
Labor Law	Knowledge of state and Federal employment laws, regulations, guidelines, and legal precedents related to hiring practices, equal employment opportunity, and wage and hour restrictions.	Technical	OPM
Labor Relations	Knowledge of laws, rules, regulations, case law, principles, and practices related to negotiating and administering labor agreements.	Technical	OPM
Lands and Realty Management	Knowledge of the principles, methods, techniques, laws, and procedures associated with lands and realty management, including the principles of land use planning, and realty and appraisal practices and procedures.	Technical	DOI
Landscape Architecture	Knowledge of the concepts, theories, and practices used in the planning, designing, construction, and adaptation of outdoor features, taking into consideration recreation planning, requirements, aesthetic value, and compatibility with other developments and resources.	Technical	OPM
Landscape Architecture(2)	Plan, design, and implement integrated landscapes by applying concepts, theories, and user needs. Incorporate universal design and sustainability goals by creating detailed landscape plans, integrating aesthetic and functional elements, and managing project execution to enhance environmental quality and user experience.	Technical	DOI
Landscape Conservation Design	Expertise in the concepts, principles, and theories of non-forested or forested land ecosystems, including rangeland use, management, and monitoring; conducting inventories; and the role of disturbances in ecosystems.	Technical	DOI

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Landscape Ecology	Knowledge of the concepts, principles, practices, and theories of the influence exerted by spatial and temporal patterns on the organization of, and interaction among, functionally integrated multispecies ecosystems.	Technical	DOI
Landscape Ecology 2	Evaluate landscape patterns by analyzing spatial data, assessing ecological processes, and applying landscape design principles to support conservation efforts and optimize land use.	Technical	DOI
Law Enforcement Mission Support	Apply understanding of law enforcement objectives, tactics, capabilities, and communications in support of law enforcement officers to relay critical information for officer safety.	Technical	DOI
Leadership	Influences, motivates, and challenges others; adapts leadership styles to a variety of situations.	General	OPM
Leadership (2)	Motivates and guides others towards goals. Instills commitment to a common image and shared values.	General	DOI
Learning	Uses efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development.	General	OPM
Legal Compliance	Knowledge of the regulations, codes, executive orders, agency rules, organizations, and functions of the Federal Government.	Technical	DOI
Legal Compliance 2	Adhere to legal and regulatory requirements, codes, and executive orders to mitigate risks and maintain compliance.	Technical	DOI
Legal, Government, and Jurisprudence	Knowledge of laws, legal codes, court procedures, precedents, legal practices and documents, Government regulations, Executive orders, agency rules, Government organization and functions, and the democratic political process.	Technical	OPM
Leveraging Diverse Talents	Values, promotes, and utilizes diverse workforce talents to enhance the quality of work within an organization.	General	DOI
Leveraging Diversity	Fosters an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization.	General	OPM
Leveraging Technology	Utilizes technological advances and is willing to integrate technology in performing job tasks to achieve efficiency, quality, and productivity. Promotes and utilizes technological developments to enhance the quality of work within an organization.	Both	DOI
Life Sciences and Systems	Knowledge of life sciences that involve the theoretical and experimental research of life systems.	Technical	OPM
Listening	Receives, attends to, interprets, and responds to verbal messages and other cues such as body language in ways that are appropriate to listeners and situations.	General	OPM
Logical Systems Design	Knowledge of the principles and methods for designing business logic components, system processes and outputs, user interfaces, data inputs, and productivity tools (for example, computer-aided software engineering).	Technical	OPM
Mammalogy	Knowledge of mammals including classification, identification, distributions, biology, ecology, communities, and management.	Technical	DOI
Managing Change	Manages organizational change of varying magnitudes to achieve desired organizational outcomes.	Both	DOI
Manages and Organizes Information	Identifies a need; gathers, organizes, and maintains information; determines its importance and accuracy, and communicates it by a variety of methods.	Technical	OPM

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Managing Human Resources	Plans, distributes, coordinates, and monitors work assignments of others; evaluates work performance and provides feedback to others on their performance; ensures that staff are appropriately selected, utilized, and developed, and that they are treated in a fair and equitable manner.	Both	OPM
Manages Resources	Selects, acquires, stores, and distributes resources such as materials, equipment, or money.	General	OPM
Manufacturing	Knowledge of the specifications, tools, inputs, raw materials, outputs, and waste related to the manufacture of prototypes, models, systems, or other products.	Technical	OPM
Map Interpretation	Ability to read and interpret maps, aerial photos, and master title plats in order to determine land ownership and status.	Technical	DOI
Masonry	Utilizes appropriate materials, methods, and tools to build, rebuild, or apply protective actions on masonry units such as brick, adobe and/or stone.	Technical	DOI
Materials Engineering	Knowledge of the concepts, principles, theories, and methods related to the composition, structures, and properties of materials, their use, behavior and performance under environmental influences, and the identification, processing, and manufacture of optimal materials for various applications.	Technical	OPM
Mathematical Reasoning	Solves practical problems by choosing appropriately from a variety of mathematical and statistical techniques.	Both	OPM
Mathematics & Statistics	Applies tools, techniques, and procedures to develop functional, physical, or prototype models and simulations for training, testing, and evaluation, to predict behavior and phenomena, to evaluate design alternatives, to support operational preparation, and to visually communicate concepts and/or validate requirements.	Technical	OPM
Measurement and Instrumentation	Knowledge of electronics and related electrical engineering disciplines necessary for the research and development of sensors, electronic measurement devices, and instrumentation systems for aerospace systems and components.	Technical	OPM
Mechanical Engineering	Knowledge of the concepts, principles, theories, and methods related to planning, designing, developing, testing, or evaluating thermodynamic, mechanical, electro-mechanical, pneumatic, hydraulic, or structural equipment, systems, models, tools, or specialized mechanical devices.	Technical	DOI
Mechanical	Knowledge of machines and tools, including their design, use, benefits, repair, operation, and maintenance.	Technical	OPM
Mechanical (*)	Knowledge of machines and tools, including their designs, uses, benefits, repair, and maintenance.	Technical	OPM
Mechanical (+)	Knowledge of machines and tools, including their designs, installation, uses, repair, and maintenance.	Technical	OPM
Medicine and Dentistry	Knowledge of the diagnosis and treatment of injuries, diseases, and deformities, including preventive health-care measures.	Technical	OPM
Memory	Recalls information that has been presented previously.	General	OPM
Mental Visualization	Sees things in the mind by mentally organizing and processing symbols, pictures, graphs, objects, or other information (for example, sees a building from a blueprint, or sees the flow of work activities from reading a work plan).	General	OPM
Mentoring	Developing a professional relationship in which a mentor helps mentees recognize their strengths and weaknesses, identify development goals and training needs; provides constructive reinforcement, guidance, and career advice; shares expertise to help the mentee develop and grow.	General	DOI

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Competency Title	Competency Definition	Technical-General-Both	DOI/OPM Added
Metal Processing and Metal working	Knowledge of materials, methods, and appropriate tools to process, treat, form, or shape metal.	Technical	OPM
Metallurgy	Knowledge of the concepts, principles, and theories related to the study of extracting, refining, and preparing metals for use; and their properties and behavior as affected by the composition, treatment in manufacture, and conditions of use.	Technical	OPM
Mine Safety and Health	Knowledge of mine safety and health principles and practices, techniques and procedures, regulations, and standards as they apply to conducting inspections/investigations, identifying and evaluating unsafe conditions, and recommending methods to correct unsafe conditions.	Technical	OPM
Mining Engineering	Knowledge of the concepts, principles, theories, and methods related to rock mechanics; the exploration, excavation, extraction, processing and transporting of mineral resources; and the conservation and development of mineral lands, materials, and deposits.	Technical	OPM
Mission Focus	Focuses on accomplishing work objectives in accordance with the strategic goals and objectives of an organization.	General	DOI
Modeling and Simulation	Knowledge of the tools and techniques used to develop functional, physical, or prototype models and simulations for test and evaluation programs, the prediction of behavior and phenomena, and to visually communicate concepts.	Technical	OPM
Modeling and Simulation 3	Develop and execute models and simulations by creating accurate representations of data and designs, analyzing outcomes, and refining processes to support decision-making and optimize performance.	Technical	DOI
Monitoring	Designs, executes, and analyzes studies to assess the potential and actual effects of artificial intelligence (AI) systems on different stakeholders over time, using quantitative and qualitative methods including user studies, rapid equity assessments, impact assessments, usability studies, algorithmic audits, and sociotechnical analysis.	Technical	OPM
Multimedia Technologies	Knowledge of the principles, methods, tools, and techniques to develop or apply technology using text, audio, graphics, or other media.	Technical	OPM
Multimedia Technologies 2	Utilizing multimedia technologies to create, edit, and deliver dynamic content across various platforms, integrating audio, video, graphics, and interactivity to enhance audience engagement, comprehension and communication.	Technical	In Validation Process
Natural History	The application of the knowledge of the domain of inquiry involving organisms including animals, fungi, and plants in their natural environments, which encompasses the systematic study of any category of natural objects or organisms.	Technical	DOI
Natural Resource Laws and Policies	Applies and implements knowledge of the broad range of natural resource laws, regulations, guidelines, and policies, to protect resources and ecological systems.	Technical	DOI
Natural Resource Management	Expertise with the concepts and theories related to natural resource management, which can include scenery/visual management, and the principles and practices necessary to inventory, assess, and monitor resource conditions; develop resource management planning criteria/components; evaluate and implement management actions; and perform applicable environmental reviews and resource analysis.	Technical	DOI
Negotiation	Works with others towards an agreement that may involve exchanging specific resources or resolving differences.	General	OPM

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Negotiation (2)	Builds consensus and gains cooperation with others through give and take to accomplish goals.	General	DOI
Network Management	Knowledge of the operation, management, and maintenance of network and telecommunication systems and linked systems and peripherals.	Technical	OPM
Nuclear Engineering	Knowledge of the concepts, principles, theories, and application of nuclear technologies including research, development, construction, operation, testing, and maintenance of nuclear reactors, radiation generating devices, and associated systems and equipment.	Technical	OPM
Nuclear Physics	Knowledge of the concepts, principles, theories, and methods related to the prediction of nuclear interactions and reactions, including practices and methods used to produce, measure, use, or observe such reactions in stars, nuclear weapons systems, and radiation shielding.	Technical	OPM
Object Technology	Knowledge of the principles, methods, tools, and techniques that use object-oriented languages, analysis, and design methodologies.	Technical	OPM
Oceanography	Knowledge of the concepts, principles, theories, and methods related to the magnitude, distribution, and quality of ocean mass, momentum, and energy including climatology, geomorphology, water quality, water resource management, and chemical, biological, geological, and physical processes in the ocean.	Technical	DOI
Operating Systems	Knowledge of computer network, desktop, and mainframe operating systems and their applications.	Technical	OPM
Operations	Knowledge of engineering or physical science disciplines to support space flight operations, training or planning; serving as an astronaut or mission specialist.	Technical	OPM
Operations Security	Knowledge of critical technologies, foreign intelligence collection systems and techniques, and security countermeasures, including acting as a team member in OPSEC surveys and Protection Assessment Reviews (PARs).	Technical	DOI
Operations Support	Knowledge of procedures to ensure production or delivery of products and services, including tools and mechanisms for distributing new or enhanced software.	Technical	OPM
Oral Communication	Expresses information (for example, ideas or facts) to individuals or groups effectively, taking into account the audience and nature of the information (for example, technical, sensitive, controversial); makes clear and convincing oral presentations; listens to others, attends to nonverbal cues, and responds appropriately.	General	OPM
Oral Communication (2)	Makes clear and convincing oral presentations. Listens effectively; clarifies information as needed. Effectively communicates technical information to non-technical information to non-technical audiences and stakeholders.	General	OPM
Organization	Systematically employs a standard system of organization in work processes and related resources and an overall concern for integrating all aspects of the task, situation, and/or work-related problem as a means of achieving optimal efficiency and effectiveness in performing job-related duties/responsibilities.	Both	DOI
Organizational Awareness	Knows the organization's mission and functions, and how its social, political, and technological systems work and operates effectively within them; this includes the programs, policies, procedures, rules, and regulations of the organization.	General	OPM

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Organizational Awareness 2	Analyze organizational structures and dynamics to identify key stakeholders, understand internal processes, and effectively navigate the workplace environment to align strategies with the organization's goals and culture.	General	DOI
Organizational Development	Knowledge of the principles of organizational development and change management theories, and their applications.	Technical	OPM
Organizational Performance Analysis	Knowledge of the methods, techniques, and tools used to analyze program, organizational, and mission performance; includes methods that deliver key performance information (for example, comparative, trend, diagnostic, root cause, predictive) used to inform decisions, actions, communications, and accountability systems.	Both	OPM
Organizational Performance Analysis 2	Evaluate organizational processes and performance metrics to identify strengths, weaknesses, and opportunities for improvement, driving strategic decision-making and enhancing overall effectiveness.	Technical	DOI
Ornithology	Knowledge of birds including classification, identification, distributions, biology, ecology, communities, and management.	Technical	DOI
Outdoor Recreation	Exhibits (relevant) knowledge and expertise and Instructs visitors in outdoor recreation activity-specific technical skills such as, hunting, fishing, archery, hiking, camping, climbing, paddling, and biking. Demonstrates expertise in care and repair of activity specific equipment, and basic safety and medical skills.	Technical	DOI
Outdoor Recreation Management	Knowledge of the concepts, principles, practices, and theories of outdoor recreation management.	Technical	DOI
Painting	Knowledge of materials, methods, and appropriate tools to apply paint and other protective coating materials on drywall, wood, metal, glass, and other surfaces.	Technical	OPM
Partnering	Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals.	Both	OPM
Pathology	Knowledge of the concepts, principles, and theories of plant, insect, or animal diseases and host/pathogen relationships, including effects on natural and managed ecosystems.	Technical	OPM
Perceptual Speed	Quickly and accurately sees detail in words, numbers, pictures, and graphs.	General	OPM
Performance Improvement	Evaluates and makes changes to processes, products, programs, and services on a continual basis to improve efficiency and effectiveness.	Technical	DOI
Performance Management	Knowledge of performance management concepts, principles, and practices related to planning, monitoring, rating, and rewarding employee performance.	Both	OPM
Performance Measurement	Knowledge of the principles and methods for evaluating program or organizational performance using financial and nonfinancial measures, including identification of evaluation factors (for example, workload, personnel requirements), metrics, and outcomes.	Technical	OPM
Personnel and Human Resources	Knowledge of hiring, classification, benefits, labor relations, and Federal, state, and local employment regulations.	Technical	OPM
Personnel Assessment	Knowledge of the concepts, principles, practices, and tools related to the assessment, measurement, and rating of the knowledge, skills, abilities, or competencies required to perform a job.	Technical	DOI
Personnel Security	Knowledge of the Personnel Security Program, including the criteria for adjudicating personnel security clearances and how to maintain Sensitive Compartmented Information (SCI).	Technical	DOI

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Personnel Security and Safety	Knowledge of methods and controls of personnel, public safety, and security operations; investigation and inspection techniques; or rules, regulations, precautions, and prevention techniques for the protection of people, data, or property.	Technical	OPM
Pest Control	Knowledge of pest species and the methods and materials, including chemicals, for control or prevention.	Technical	OPM
Petroleum Engineering	Knowledge of the concepts, principles, theories, and methods related to the exploration, development, extraction, recovery, processing, and conservation of fluid minerals, geothermal resources, organic compounds, or natural gas resources.	Technical	OPM
Philosophy	Knowledge of different philosophical systems, including their basic principles, values, ethics, ways of thinking, customs, religions, and practices, and their impact on human culture.	Technical	OPM
Physical Sciences	Knowledge of the concepts, principles, theories, and methods to investigate and apply the relations between space, time, matter, and energy in the areas of gravity, atomic principles, mechanics, heat, light, sound, electricity, magnetism, and related natural phenomena.	Technical	OPM
Physical Security	Knowledge of methods and controls to protect an organization from natural or man-made threats to physical locations where information systems equipment is located or work is performed (for example, computer rooms, work locations, and equipment rooms).	Technical	OPM
Physical Security 2	Application of methods and controls to protect an organization from natural or man-made threats to physical locations.	Technical	DOI
Physical Security & Countermeasures	Knowledge of how to maintain the physical protection of resources, encompassing: loss prevention, planning, and/or programming for any new and existing facilities, equipment and personnel, and administration of the Visit Control Program.	Technical	DOI
Physical Security Measures	Implementing physical security measures to protect assets, personnel, and facilities from potential threats and vulnerabilities.	Technical	DOI
Physical Strength and Agility	Ability to bend, lift, climb, stand, and walk for long periods of time; ability to perform moderately heavy laboring work.	Both	OPM
Physics	Knowledge and prediction of physical principles, laws, and applications including air, water, material dynamics, light, atomic principles, heat, electric theory, earth formations, and meteorological and related natural phenomena.	Technical	OPM
Planning and Evaluating	Organizes work, sets priorities, and determines resource requirements; determines short- or long-term goals and strategies to achieve them; coordinates with other organizations or parts of the organization to accomplish goals; monitors progress and evaluates outcomes.	Both	OPM
Planning for Uncertainty	Monitor and examine a range of relevant and plausible future conditions, recognize uncertainty and risk, and explore management options that can be effective across scenarios by applying relevant concepts, principles, theories, and scientific methods.	Both	DOI
Plant Ecology	Knowledge of the concepts, principles, practices, and theories of the distribution and abundance of plants, the effects of environmental factors upon the abundance of plants, and the interactions among and between plants and other organisms.	Technical	DOI
Political Savvy	Identifies the internal and external politics that impact the work of the organization. Perceives organizational and political reality and acts accordingly.	General	OPM

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Prioritization	Encourages and practices effective time management by identifying and focusing on the most important tasks. Balances competing demands, ensuring resources are allocated to high-impact areas. Fosters a sense of urgency and purpose within the team, while maintaining flexibility to adjust priorities as situations evolve.	General	DOI
Principles of Accounting	Knowledge of generally accepted accounting principles, standards, and practices (for example, double entry accounting, accrual accounting), including the full accounting cycle and the preparation of work sheets, financial statements, ledgers, and journals.	Technical	OPM
Principles of Finance	Knowledge of the basic principles, practices, and methods of financial management to include requisitions, apportionments, allotments, investments, fiscal management, activity reporting, and fiscal year guidelines.	Technical	OPM
Problem Solving	Identifies problems; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives, and to make recommendations.	General	OPM
Problem Solving (‡)	Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.	General	OPM
Process Control	Knowledge of the principles, methods, and procedures used for the automated control of a process, including the design, development, and maintenance of associated software, hardware, and systems.	Technical	OPM
Process Improvement	Searches for and generates novel, creative, and resourceful ideas and solutions to achieve individual and personnel efficiency and effectiveness and contribute to the overall organizational success.	Technical	DOI
Product Evaluation	Knowledge of methods for researching and analyzing external products to determine their potential for meeting organizational standards and business needs.	Technical	OPM
Production and Processing	Knowledge of inputs, outputs, raw materials, waste, quality control, costs, maintaining inventory, and techniques for maximizing the manufacture and distribution of goods.	Technical	OPM
Professionalism	Exemplifies the characteristics, qualities, and conduct expected for a profession.	Both	DOI
Program Management	Knowledge of the principles, methods, and tools for the coordinated management of a program to include providing oversight of multiple projects, integrating dependent schedules and deliverables, and related activities (for example, benefits management, life cycle management, program governance).	Technical	DOI
Program Management 2	Oversee program execution by integrating multiple projects, managing cross-functional teams, and ensuring alignment with strategic objectives to achieve stated outcomes.	Technical	DOI
Project Management	Knowledge of the principles, methods, or tools for developing, scheduling, coordinating, and managing projects and resources, including monitoring and inspecting costs, work, and contractor performance.	Technical	OPM
Project Management 2	Coordinating project execution by planning, organizing resources, coordinating tasks, and managing timelines to ensure successful completion and achievement of project goals.	Technical	DOI
Propulsion and Power	Knowledge of the concepts, principles, and theories of liquid, solid, electrical, chemical, electrochemical, or nuclear propulsion and power generation systems, their component parts and subsystems, and the direct and indirect conversion of energy into power for various applications.	Technical	OPM

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Psychology	Knowledge of the concepts, principles, and theories of human behavior and performance in various contexts, mental processes, or the assessment and treatment of behavioral and affective disorders.	Technical	OPM
Public Planning	Knowledge of functions, principles, methods, and techniques of public planning, including those related to community planning, outdoor recreation planning, and natural resource management, such as demand forecasting, environmental impact analysis, financial forecasting, and land use planning and zoning.	Technical	OPM
Public Planning 2	Develop and execute public planning strategies by analyzing community needs, coordinating with interested parties, and ensuring effective implementation of policies and programs to enhance public services and infrastructure.	Technical	DOI
Public Safety and Security	Knowledge of public safety and security operations; occupational health and safety; or rules, regulations, precautions, and prevention techniques for the protection of people, data, and property.	Technical	OPM
Public Service Motivation	Shows a commitment to serve the public. Ensures that actions meet public needs; aligns organizational objectives and practices with public interests.	General	OPM
Quality Assurance	Knowledge of the principles, methods, and tools of quality assurance and quality control used to ensure a product fulfills functional requirements and standards.	Technical	OPM
Quality Management	Knowledge of the principles, methods, and tools of quality assurance, quality control, and reliability used to ensure that a project, system, or product fulfills requirements and standards.	Technical	OPM
Rangeland Management	Knowledge of the concepts, principles, and theories of non-forested or forested land ecosystems, including rangeland use, management, and monitoring; conducting inventories; and the role of disturbances in rangeland ecosystems.	Technical	OPM
Reading	Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.	General	OPM
Reading Comprehension	Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.	General	OPM
Real Estate	Knowledge of real estate principles, practices, markets, and values.	Technical	OPM
Reasoning	Identifies rules, principles, or relationships that explain facts, data, or other information; analyzes information and makes correct inferences or draws accurate conclusions.	General	OPM
Recruitment/ Placement	Knowledge of HR concepts, principles, and practices related to identifying, attracting, and selecting individuals and placing them into positions to address changing organizational needs.	Technical	OPM
Relationship Management	Develops and maintains personal and working relationships with others that aid in completion of work assignments and information exchange, and fosters an organizational culture that promotes optimal individual job performance and overall organizational effectiveness.	General	DOI
Remote Sensing	Knowledge of the concepts, principles, theories, and methods necessary to obtain, use, and interpret data from remote sensing sources, including aircrafts and satellites.	Technical	OPM
Remote Sensing 2	Process and analyse remote sensing data to extract insights, applying appropriate techniques and technologies to interpret imagery and spatial information for decision-making.	Technical	DOI

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Competency Title	Competency Definition	Technical-General-Both	DOI/OPM Added
Requirements Analysis	Knowledge of the principles and methods to identify, analyze, specify, design, and manage functional and infrastructure requirements; includes translating functional requirements into technical requirements used for logical design or presenting alternative technologies or approaches.	Both	OPM
Requirements Analysis 2	Conduct requirements analysis to gather, document, and validate stakeholder needs, ensuring that project specifications align with business objectives and facilitating effective communication between technical teams and end-users.	Technical	DOI
Requirements Management	Knowledge of the principles and methods to identify, solicit, analyze, specify, design, and manage requirements.	Technical	DOI
Research	Knowledge of the scientific principles, methods, and processes used to conduct a systematic and objective inquiry; including study design, collection, analysis, and interpretation of data; and the reporting of results.	Technical	OPM
Research 2	Conducting research to gather, analyze, and interpret data, contributing to informed decision-making and advancing knowledge in the field.	Technical	DOI
Research and Statistics	Knowledge of scientific principles, methods, and tools of basic and applied research (for example, statistics and data analysis) used to conduct a systematic inquiry into a subject matter area.	Technical	DOI
Research and Statistics 2	Application of scientific principles, methods, and tools of basic and applied research (for example, statistics and data analysis) used to conduct a systematic inquiry into a subject matter area.	Technical	DOI
Resilience	Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.	General	OPM
Resource Oversight	Employs technical publications and policies, methods, and rationale to prioritize, allocate, and track resources.	General	DOI
Restoration Ecology	Knowledge of the concepts, principles, practices, and theories of renewing, restoring, and enhancing degraded, damaged, or destroyed ecosystems and habitats.	Technical	DOI
Restraint and Self-defense	Knowledge of techniques and methods used to restrain hostile individuals, including the models and guidelines on appropriate level and nature of force for self-defense.	Technical	OPM
Risk Assessment	Evaluate and identify potential risks, vulnerabilities and weaknesses and facilitate the development of appropriate mitigation strategies.	Technical	DOI
Risk Management	Knowledge of the principles, methods, and tools used for risk assessment and mitigation, including assessment of failures and their consequences.	Technical	OPM
Risk Management 2	Assess potential risks by systematically identifying, analyzing, and evaluating factors that could impact project outcomes.	Technical	DOI
Road Work and Pavement	Knowledge of materials, methods, and appropriate tools to construct, maintain, or repair road surfaces, including sidewalks, parking lots, runways, etc.	Technical	OPM
Role Modeling	Presents oneself as an effective role model, in such a manner as to reflect credit upon the organization by displaying uncompromising values (e.g., honor, courage, commitment).	General	DOI
Safety	Exemplifies the behaviors which reduce the risk of injury and illness from hazards on and off duty.	Technical	DOI
Safety Engineering	Knowledge of the concepts, principles, theories, and methods to identify, control, mitigate, and eliminate safety hazards in the design and use of facilities, equipment, operations, and work processes.	Technical	OPM

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Safety, Health, & Emergency Management	Knowledge of public safety and security operations, occupational health and safety, and emergency management, preparedness, and response.	Technical	OPM
Sales and Marketing	Knowledge of showing, promoting, and selling products and services.	Technical	OPM
Sales and Marketing (2)	Making audience aware of programs, products and services by developing strategic communications plans, while effectively engaging with them to build relationships and enhance awareness and expectations.	Technical	DOI
Scenario Planning	Expertise in the principles, methods, and tools for creating and narrating scenarios, and developing or recommending appropriate adaptation strategies to address impacts.	Technical	DOI
Scenery/ Visual Management	Incorporation of the concepts, principles, practices, and theories related to managing natural scenic beauty and visual resources that includes conducting inventories, resource planning, visual assessments, visual analysis, and best management practices for protection.	Technical	DOI
Schedule Management	Knowledge of the strategies, techniques, and processes used to plan, develop, and control project schedule and track project milestones, activities, and deliverables, including timeframes and assigned resources.	Both	DOI
Scope Management	Knowledge of the strategies, techniques, and processes used to plan, monitor, and control project scope; includes collecting requirements, defining scope, creating a work breakdown structure, validating scope, and controlling scope to ensure project deliverables meet requirements (i.e., features, functions).	Technical	DOI
Search	Knowledge of the laws, principles and methods of conducting searches on personal property such as vehicles, documents, buildings, and items.	Technical	OPM
Security	Knowledge of the laws, regulations, and guidelines related to securing personnel, facilities, and information, including the requirements for handling, transporting, and protecting classified information and proper reporting of security incidents.	Technical	OPM
Security Policies, Standards & Risk Management	Knowledge of national and Federal security policy standards, including those established by the Interagency Security Committee (ISC) and other security authorities; and, knowledge of the principles, methods, and tools used for risk assessment and mitigation, including assessment of failures and their consequences.	Technical	DOI
Seizure	Knowledge of the laws, regulations, and procedures for property seizure, including chain of custody requirements and procedures to catalog and secure seized property.	Technical	OPM
Self-Esteem	Believes in own self-worth; maintains a positive view of self and displays a professional image.	General	OPM
Self-Esteem (†)	Believes in own self-worth; maintains a positive view of self and displays a confident, capable image.		OPM
Self-Management	Sets well-defined and realistic personal goals; displays a high level of initiative, effort, and commitment towards completing assignments in a timely manner; works with minimal supervision; is motivated to achieve; demonstrates responsible behavior.	General	OPM
Service Orientation	Puts others' welfare ahead of individual goals or needs. Actively works toward discovering and addressing the need for products and services among organizational members and stakeholders, client groups, and the general public.	General	DOI

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Situational Awareness	Continually assesses and maintains an accurate interpretation of one's current surroundings to take appropriate action at any given time.	General	DOI
Sociology and Anthropology	Knowledge of the concepts, principles, and theories of group behavior and dynamics; societal trends and influences; and cultures, their history, migrations, ethnicity, and origins.	Technical	OPM
Sociotechnical Competencies	Uses knowledge that is acquired through training or extensive on-the-job experience to perform one's job; works with, understands, and evaluates sociotechnical information related to the job; advises others on sociotechnical issues.	General	OPM
Software Development	Knowledge of the principles, methods, and tools for designing, developing, and testing software in a given environment.	Technical	OPM
Software Engineering	Knowledge of software engineering design and development methodologies, paradigms, and tools; the software life cycle; software reusability; and software reliability metrics.	Technical	OPM
Software Engineering (2)	Designs software utilizing the software life cycle process; develops, deploys, updates, maintains, and tests software using methodologies and tools; designs to leverage software reusability; and establishes and utilizes software engineering theory and techniques.	Technical	OPM
Software Testing and Evaluation	Knowledge of the principles, methods, and tools for analyzing and developing software test and evaluation procedures.	Technical	OPM
Soil Ecology	Knowledge of the concepts, principles, practices, and theories of the interactions among soil organisms and between biotic and abiotic aspects of the soil environment.	Technical	DOI
Soil Science	Knowledge of the concepts, principles, or theories of soil composition, formation, classification, mapping, testing, and management, including erosion, pollution, conservation, and watershed management.	Technical	OPM
Spatial Orientation	Knows one's location in relation to the environment; determines where other objects are in relation to one's self (for example, when using a map).	Both	OPM
Speaking	Uses correct English grammar to organize and communicate ideas in words that are appropriate to listeners and situations; uses body language appropriately.	General	OPM
Species Assessment	Expertise with the concepts and theories related to species assessment, which can include methods, and tools to assess the historical, current, and future conduction of a species.	Technical	DOI
Staffing	Knowledge of the legal, regulatory, and procedural requirements in the appointment, reinstatement, and promotion for all types of positions, including the application of special hiring authorities.	Technical	DOI
Stakeholder Engagement	Engage stakeholders through regular communication, active listening, and addressing concerns to build strong relationships, foster collaboration, and ensure alignment with project and organizational goals.	Both	DOI
Stakeholder Management	Knowledge of the concepts, practices, and techniques used to identify, engage, influence, and monitor relationships with individuals and groups connected to a work effort; including those actively involved, those who exert influence over the process and its results, and those who have a vested interest in the outcome (positive or negative).	Both	OPM
Stamina	Exerts oneself physically over long periods of time without tiring (which may include performing repetitive tasks such as data entry or coding).	General	OPM

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Stamina (†)	Exerts oneself physically over long periods of time without tiring (which may include performing repetitive tasks such as hammering or lifting objects).		OPM
Standards	Knowledge of standards that either are compliant with or derived from established standards or guidelines.	Technical	OPM
Standards 2	Applying and maintaining industry standards and best practices to ensure compliance, quality assurance, and continuous improvement across organizational processes.	Technical	DOI
Strategic Advisement	Advises management, employees, and colleagues on strategic options for organizing, preparing, or implementing programs based on industry best practices.	Both	DOI
Strategic Thinking	Formulates effective strategies consistent with the business and competitive strategy of the organization in a global economy. Examines policy issues and strategic planning with a long-term perspective. Determines objectives and sets priorities; anticipates potential threats or opportunities.	General	OPM
Stress Management	Functions productively under varying degrees of pressure and frequency of recurring and newly arising stressors that impede completion of one's job duties and responsibilities.	General	DOI
Stress Tolerance	Deals calmly and effectively with high stress situations (for example, tight deadlines, hostile individuals, emergency situations, dangerous situations).	General	OPM
Structural Engineering	Knowledge of the concepts, principles, theories, and methods related to the design and analysis of complex structures using a variety of materials. Structures may include aerospace systems or structures, and other determinate or indeterminate systems.	Technical	OPM
Structural Engineering (2)	Knowledge of the concepts, principles, theories, and methods related to the design and analysis of structures using a variety of materials.	Technical	DOI
Supporting Diversity	Maintains an open mind regarding different ideas, opinions, values, and beliefs; recognizes own worldview and understands its influence on interactions with others; incorporates a variety of viewpoints to help accomplish work goals; contributes to an inclusive work environment with equitable treatment of individuals across all demographics (e.g., race, gender) and social (e.g., culture) groups.	General	OPM
Surveillance	Knowledge of surveillance and counter-surveillance techniques, policies, and laws, including overt and covert methods and electronic, optical, and video surveillance methods and tools.	Technical	OPM
Surveying	Knowledge of the concepts, principles, theories, and methods used in the measurement or determination of land boundaries, distances, elevations, areas, angles, and other features of the earth's surface.	Technical	OPM
Systems Design	Designs and evaluates software and hardware. Develops enterprise and solution architectures that meet user needs and requirements (e.g. secure and privacy) and optimize performance, using applicable principles, methods, and tools.	Technical	OPM
Systems Engineering	Knowledge of the practice of integrating multiple disciplines into a team as part of a structured development process throughout a system's life cycle.	Technical	OPM
Systems Integration	Knowledge of the principles, methods, and procedures for installing, integrating, and optimizing information systems components.	Technical	OPM
Systems Life Cycle	Knowledge of systems life cycle management concepts used to plan, develop, implement, operate, and maintain information systems.	Technical	OPM

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Systems Testing and Evaluation	Knowledge of principles, methods, and tools for analyzing and developing systems testing and evaluation procedures and technical characteristics of IT systems, including identifying critical operational issues.	Technical	OPM
Tax Law	Knowledge of accounting and tax law for individuals, sole proprietorships, partnerships, and corporations.	Technical	OPM
Teaching Others	Helps others learn through formal or informal methods; identifies training needs; provides constructive feedback; coaches others on how to perform tasks; acts as a mentor.	Both	OPM
Team Building	Inspires and fosters team commitment, spirit, pride, and trust. Facilitates cooperation and motivates team members to accomplish group goals.	Both	OPM
Teamwork	Encourages and facilitates cooperation, pride, trust, and group identity; fosters commitment and team spirit; works with others to achieve goals.	General	OPM
Teamwork (2)	Motivates team members to accomplish group goals. Performs well in team settings and assists others when needed. Develops and maintains effective working relationships with others.	General	DOI
Technical Competence	Uses knowledge that is acquired through formal training or extensive on-the-job experience to perform one's job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.	Technical	OPM
Technical Credibility	Understands and appropriately applies principles, procedures, requirements, regulations, and policies related to specialized expertise.	Technical	OPM
Technical Documentation	Knowledge of procedures for developing technical and operational support documentation.	Technical	OPM
Technical Documentation 2	Development of technical and operational documentation.	Technical	DOI
Technical Documentation 3	Following procedures for developing technical and operational support documentation.	Technical	DOI
Technical Problem Solving	Troubleshoots, diagnoses, analyzes, and identifies system malfunctions to determine the source and cause of the problem.	Technical	OPM
Technology Application	Uses machines, tools, instruments, or equipment effectively; uses computers and computer applications to analyze and communicate information in the appropriate format.	Both	OPM
Technology Awareness	Knowledge of developments and new applications of information technology (hardware, software, telecommunications), emerging technologies and their applications to business processes, and applications and implementation of information systems to meet organizational requirements.	Both	OPM
Technology Awareness 2	Maintain a current understanding of emerging technologies and industry trends, applying this knowledge to enhance organizational processes, drive innovation, and inform strategic decision-making in a technology-driven environment.	Technical	DOI
Technology Management	Keeps up-to-date on technological developments. Makes effective use of technology to achieve results. Ensures access to and security of technology systems.	Technical	OPM
Telecommunications	Knowledge of the concepts, principles, and theories of transmissions, broadcasting, switching, control, construction, or operation of telecommunications systems.	Technical	OPM
Tenacity	Stays with a position or plan of action until the desired objective is achieved or it is no longer reasonably attained.	General	DOI

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Competency Title	Competency Definition	Technical- General-Both	DOI/OPM Added
Testing and Validation	Works closely with artificial intelligence system design, engineering, implementation, and system stakeholders to develop appropriate methods for testing and validation to ensure that systems comport with goals and values, and potential sources of bias are uncovered, considered, and mitigated	Technical	OPM
Therapy and Counseling	Knowledge of diagnosis and treatment of physical and mental ailments, and career guidance.	Technical	DOI
Timber Management Accounting and Economics	Knowledge of timber management accounting practices to reconcile load booklets, scale tickets, and physical surveillance against submitted payments to ensure accuracy of payments for natural resource commodities. Knowledge and understanding of market conditions sufficient to merchandize timber products to obtain the best value for government natural resource commodities while achieving resource objectives.	Technical	DOI
Time Management	The process of planning and exercising conscious control of time spent on specific activities, especially to increase effectiveness, efficiency, and productivity. It involves the balancing of various demands upon a person relating to tasks and commitments within a finite amount of time.	Both	DOI
Toolmaking	Knowledge of materials, methods, and appropriate tools to make or repair metal parts, tools, gauges, models, patterns, and machines.	Technical	OPM
Transportation	Knowledge of principles and methods for moving people or goods by air, rail, sea, or road, including costs and limits.	Technical	OPM
Transportation Engineering	Knowledge of the concepts, principles, theories, and methods applicable to planning, designing, and constructing of transportation systems including traffic analysis, signal analysis, highway capacity, pavement design, bridge construction, planning of transportation projects, environmental analysis of transportation facilities, and transportation network analysis.	Technical	OPM
Trustworthiness	Demonstrates credibility based on past actions.	General	DOI
Universal Design	Create inclusive environments that accommodate diverse user needs and enhance accessibility for all.	Technical	DOI
Values-Driven Design	Systematically applies principles and techniques from relevant subject matter domains to all aspects of design, development, maintenance, and deployment, to protect the rights and safety of stakeholders and the public, ensuring equity, security, privacy, autonomy, accessibility, justice, beneficence, and nonmaleficence. Creatively combines technical and policy approaches to protect and support these core values. Ensures that values inform the design, deployment, testing, and oversight of AI systems, and that important value-related design choices are communicated to end users.	Technical	OPM
Vehicle Maintenance	Knowledge of motor vehicle engines, parts, and systems, including their designs, uses, repair, and maintenance.	Technical	OPM
Vehicle Operation	Knowledge of procedures for operating motor vehicles, including cars, trucks, or watercraft.	Technical	OPM
Vision	Understands where the organization is headed and how to make a contribution; takes a long-term view and recognizes opportunities to help the organization accomplish its objectives or move toward the vision.	General	OPM
Vision (‡)	Takes a long-term view and builds a shared vision with others; acts as a catalyst for organizational change. Influences others to translate vision into action.	General	OPM
Visual Color Discrimination	Accurately matches or detects differences among colors, including shades of color and brightness.		OPM

U.S. Department of the Interior
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Vulnerabilities Assessment	Knowledge of the principles, methods, and tools for assessing vulnerabilities, and developing or recommending appropriate mitigation countermeasures.	Technical	OPM
Water Quality Testing	Uses correct measurement techniques to assess water quality, such as the concentration of dissolved oxygen, bacterial levels, the amount of salt (or salinity), and/or turbidity.	Technical	DOI
Web Technology	Knowledge of the principles and methods of web technologies, tools, and delivery systems, including web security, privacy policy practices, and user interface issues.	Technical	OPM
Wetland Biology and Ecology	Knowledge of the concepts, principles, and theories of wetland biology and management, including classification schemes, types, community composition, distribution, ecological functions and disturbances, conservation, and management.	Technical	DOI
Wilderness policies and Laws	Application, knowledge, and implementation of Federal wilderness laws and policies, including the Wilderness Act of 1964, and agency/bureau specific wilderness stewardship policies.	Technical	DOI
Wildland Fire Behavior	Employ the concepts and theories of wildland fire behavior characteristics to identify potential hazards and impacts for the suppression of fire and protection of life and property.	Technical	DOI
Wildlife and Fisheries Biology Management	Knowledge of the concepts, principles, and theories of techniques employed in wildlife and fisheries biology and management, including capture techniques, marking, transport, harvest, sampling, aging and sexing, species identification, monitoring, captive-rearing and other techniques.	Technical	DOI
Wildlife Biology	Knowledge of the concepts, principles, and theories of wildlife, including classification, taxonomy, population dynamics, distribution, habitat requirements, life histories, reproduction, behaviors, conservation, and care of wildlife.	Technical	OPM
Wood Crafting	Utilizes appropriate materials, methods, and tools to build, craft, and repair wooden materials.	Technical	DOI
Workforce Planning	Knowledge of HR concepts, principles, and practices related to determining workload projections and current and future competency gaps to align human capital with organizational goals.	Technical	OPM
Writing	Recognizes or uses correct English grammar, punctuation, and spelling; communicates information (for example, facts, ideas, or messages) in a succinct and organized manner; produces written information, which may include technical material, that is appropriate for the intended audience.	General	OPM
Writing (+)	Recognizes or uses correct English grammar, punctuation, and spelling; communicates information (for example, facts, ideas, or messages) in a brief, clear, and organized manner; produces written information, which may include technical material, that is appropriate for the intended audience.	General	OPM
Written Communication	Writes in a clear, concise, organized, and convincing manner for the intended audience.	General	OPM