



**US Army Corps
of Engineers®**

ENGINEERING AND CONSTRUCTION BULLETIN

No. 2018-4

Issuing Office: CECW-EC

Issued: 16 Feb 18

Expires: 16 Feb 20

07 Nov 19, Rev 1

07 Nov 21

08 Oct 21, Rev 2

08 Oct 23

16 Nov 23, Rev 3

16 Nov 25

SUBJECT: Inclusion of GS-0807, Landscape Architect, on Announcements for Interdisciplinary and Multi-discipline Positions and Developmental Assignments

CATEGORY: For Information

1. References:

- a. Engineering Regulation (ER) 690-1-500, Civilian Personnel Management and Classification, 31 July 2002
- b. Army Regulation (AR) 690-950, Career Program Management, 16 November 2016
- c. USACE Memorandum, Subject: Delegation of Civilian Human Resources Authority and Issuance of Matrix of Delegation Authority (Version 05-2014), 03 July 2014
- d. USACE Memorandum, CEHR-E, Subject: Programs and Project Manager Positions, 7 July 1998

2. **Purpose.** The purpose of this ECB is to reaffirm USACE's enduring intent that occupational series GS-0807 Landscape Architect be included in announcements for interdisciplinary positions for which GS-0807 job-duty descriptions meet the announcement requirements.

3. Background.

a. An interdisciplinary professional position involves duties and responsibilities closely related to more than one professional occupation. As a result, the position may be classifiable to two or more professional occupational series. The nature of the work is such that persons with education and experience in either of two or more professions may be considered equally well qualified to do the work. Interdisciplinary positions generally fall into one of two categories:

(1) positions that involve the performance of duties that are characteristic of two or more professions; or

(2) positions that involve the performance of some duties that are characteristic of one profession and other duties that are characteristic of another profession.

4. Landscape Architecture.

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Subject Inclusion of GS-0807 Interdisciplinary Announcements

a. Landscape Architecture is the art and science of site planning and design. There are two common degree programs: (1) the Bachelor of Science in Landscape Architecture, typically a four-year non-professional degree, and; (2) the Bachelor of Landscape Architecture, typically a five-year professional degree.

b. Personnel acquire professional licensure by completing prescribed work experience and passing a standardized, national examination. The standard designation for a licensee is PLA (Professional Landscape Architect), though some professionals continue to use RLA (Registered Landscape Architect) or LLA (Licensed Landscape Architect).

c. The landscape architecture skillset has significant overlap with civil engineering, architecture, community planning, and the biological and earth sciences. In addition to core technical skills, an experienced landscape architect can be skilled in team leadership, project management, communication, consensus building, and customer/stakeholder relations.

5. Applicability.

a. Inclusion of GS-0807 personnel for consideration in position announcements applies to all positions for which Landscape Architects meet the education, experience, registration, and duty requirements.

b. Announcements for interdisciplinary and multi-discipline positions and developmental assignments typically describe a required skill set that includes professional registration, project experience, and the ability to: analyze data; formulate plans, policies, and procedures; and manage a schedule, budget, and team. This skill set is common among GS-0807 professionals.

c. In accordance with prior USACE guidance (Reference d.) that identified the GS-0807 occupational series as appropriate for interdisciplinary positions in Planning and Project Management, hiring officials are encouraged to include the GS-0807 series in other interdisciplinary positions that require similar attributes, competencies and experience as a means of expanding sources of qualified applicants for vacant positions. Provided that all included series meet the interdisciplinary requirements, the final decision on which occupational series are to be included rests with the selecting official.

6. Update. This guidance does not affect higher level documents and does not require updating existing requirements.

7. Points of Contact. The Headquarters point of contact for this ECB is Brandon Tobias, CECW-EC, 202-761-0505. The technical point of contact for this ECB is Landscape Architecture Community of Practice Leader, Kevin S. Holden, CEIWR-RMC, 309-794-5236.

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