

Writing Federal Position Descriptions Course

Learn to create accurate and comprehensive federal position descriptions that align with organizational goals and HR requirements.

Group classes in Live Online and onsite training is available for this course. For more information, email onsite@graduateschool.edu or visit: <https://www.graduateschool.edu/courses/writing-federal-position-descriptions>



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Course Outline

Module 1: Guidelines for Writing Position Descriptions

- Understand the purpose and importance of accurate position descriptions (PDs).
- Learn what content to include and exclude in a PD.
- Recognize the responsibilities of supervisors, HR staff, and incumbents in drafting PDs.
- Conduct necessary research before writing a PD, using tools like org charts and mission statements.

Module 2: Writing General Schedule Non-Supervisory Position Descriptions

- Learn to write PDs using the Factor Evaluation System (FES) format.
- Break down job duties into major responsibilities and action-based tasks.
- Address nine mandatory factors: knowledge, supervisory controls, guidelines, complexity, and more.
- Distinguish between major and minor duties and how to reflect them in PDs.

Module 3: Writing General Schedule Supervisory Position Descriptions

- Apply six specific supervisory factors from the General Schedule Supervisory Guide (GSSG).
- Write complete supervisory PDs including duties like planning, staffing, and reviewing work.
- Understand the distinction between non-supervisory and supervisory PDs.
- Describe organizational relationships and supervisory authorities clearly.

Module 4: Writing Federal Wage System Position Descriptions

- Use narrative format to write non-supervisory FWS PDs.
- Address four critical grading factors: skill/knowledge, responsibility, physical effort, and working conditions.
- Recognize when supervisory responsibilities apply to FWS PDs.
- Describe physical and environmental elements realistically and legally.

Module 5: Putting It All Together

- Apply skills learned to write complete, compliant PDs using realistic scenarios.

- Review and assess completeness and classification accuracy of sample PDs.
- Ensure alignment across major duties and factor descriptions in sample exercises.