

# POSITION CLASSIFICATION STANDARD FOR CLOTHING DESIGN SERIES, GS-0062

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## **SERIES DEFINITION**

This series includes classes of positions that involve nonprofessional technical work in the design, development, testing, standardization, and improvement of clothing (including headgear, footgear, and handgear) for performance, appearance, comfort, and economical production.

These standards are new standards for positions in the Clothing Design Series, GS-0062, formerly titled Military Apparel Design and Development Series.

(**Note:** These standards are based on a draft developed by the Office of the Quartermaster General, Department of the Army.)

## **SERIES COVERAGE**

The work of positions in this series covers the following overlapping areas of design. (Design is used in these standards to cover clothing design and development and pattern making.)

### 1. Design for function and appearance

Creative design and development of new and improved items of dress, service and special protective and environmental clothing, including headgear, footgear and handgear. The work involves conduct of research studies, development of technical data for designs and specifications, experimental fabrication, and testing of sample models or prototypes, and standardization of designs.

### 2. Design for fit

Development of sizing systems for clothing items, development of master patterns for experimental or quantity production, grading patterns to required schedule of sizes, and modification of patterns and grades as found necessary through use. The work involves modification and adaptation of design sketches or sample models in terms of fit of component parts, making allowances for various types of materials, thread sizes, stitching, shrinkage, location of darts, etc., for a variety of sizes and size groups.

### 3. Design for quantity production

Development of specifications for quantity production including determination of quality levels for garments and individual manufacturing operations. The work involves determination of measurement tolerances (e.g., width of seams), types of thread and stitching, design modifications to eliminate excessive production costs, required hand operations, etc.

## OCCUPATIONAL INFORMATION

Typically, clothing design involves: analysis of requirements to be met by clothing items; initial conception of new or modified items consistent with specified requirements; development of technical data and preliminary sketches and/or sample models; translation of sketches or models into a master pattern for a standard size (pattern making); drafting of patterns for various sizes using the master pattern as a guide (pattern grading); construction and testing of prototype models; pilot production of items; modification of designs and patterns to remedy defects, improve performance, or facilitate production; detailed definition and standardization of design through development of production specifications and patterns.

A key facet of the occupational relationship of positions in this series lies in the complementary participation of the creative design project leader and the patternmaker in the clothing design process. This joint sharing of the clothing design function provides the basis for the title structure and is an important consideration in the inclusion of patternmaker positions under the Classification Act.

The technical knowledge requirements which characterize positions in this series are:

- a. Principles and techniques of garment design.
- b. Characteristics of materials, fabrics, and finishes with respect to protection, comfort, appearance, ease of fabrication, porosity, tensile strength, moisture resistance, etc.
- c. Principles and techniques of pattern making and grading.
- d. Techniques of measuring and fitting garments.
- e. Characteristics of seams, thread sizes, stitches, and various sewing and manufacturing techniques.
- f. Anatomy, physiology, and anthropometry as required for garment design and fit.

## EXCLUSIONS

The following kinds of positions are excluded from this series:

1. Positions performing professional work in research, development, testing, evaluation, or application of fibers, yarns, fabrics, finishes, or other materials for use in clothing. Such positions are to be classified in the appropriate professional series, e.g., [Materials Engineering Series, GS-0806](#); [Chemistry Series, GS-1320](#); [Textile Technology Series, GS-1384](#); etc., depending upon the nature of the professional knowledges required. Specifically, positions which involve professional work in textile technology in addition to clothing design duties are to be classified in the Textile Technology Series. In differentiating between clothing design and textile technology positions, careful consideration should be given to the breadth and intensity of knowledges required as well as the specific duties and responsibilities assigned.
2. Positions for which paramount requirements are skill and experience in experimental or production fabrication of garments. Such positions are exempt from the Classification Act. In some situations positions involving pattern grading and pattern modification may be oriented primarily to production operations rather than to clothing design. Such positions require predominantly craft skills and are therefore exempt from the Classification Act.

## TITLES

The basic title, *Clothing Designer*, is used for all positions in this series. Supervisory positions are identified by the prefix *Supervisory*. Positions in this series which require an essential skill in pattern making or grading should be identified by the parenthetical specialization (Patterns) following the basic title.

(**Note:** It was suggested that the Clothing Designer title be used only for those positions which require specialized skill in making or grading patterns. However, the title structure used therein appears to be preferable. Moreover, in describing occupations in the men's tailored clothing industry, the U. S. Department of Labor uses the title Designer for the creative design originator and the titles Patternmaker and Pattern Grader for those concerned with translating the design into patterns.)

## EVALUATION OF POSITIONS

Some positions in this series require highly specialized knowledges concerning end items such as footgear or women's dress uniforms. Because of varying combinations of assignments and the small number of positions involved, classification specializations have not been established for

these specialties. Nevertheless, the specialized nature of the work of such positions should be considered in the examining process and in other personnel operations.

These standards do not contain grade-level criteria for supervisory positions in the series. Supervisory positions will be evaluated by using the [General Schedule Supervisory Guide](#).

## **CLOTHING DESIGNER, GS-0062-05**

### *Nature of work*

This is the basic trainee level. Assignments are typically planned to facilitate the acquisition of a working knowledge of methods and techniques of clothing design and construction and of the organization, programs, and practices of the employing agency. Assignments involve relatively simple tasks in locating, developing, and presenting information for use in the design of clothing.

### *Supervision received*

Employees at this level work under immediate supervision of experienced clothing designers. They receive on-the-job instructions and detailed review of work in process and upon completion.

### *Personal work contacts*

Contacts are primarily with other employees in the same organizational segments to obtain specific information.

### *Mental demands*

Clothing Designers GS-5 apply knowledge of clothing design and construction in following specific instructions and in absorbing the training provided.

## **CLOTHING DESIGNER (PATTERNS), GS-0062-07**

### *Nature of work*

Clothing Designers GS-7 work on specific and somewhat limited assignments which are screened to eliminate difficult or unusual problems. GS-7 designers adapt and apply knowledge of conventional or standard design methods and practice under familiar conditions, adjust and correlate data, and follow operations through a series of related steps or processes. They make tentative selections of alternatives and, after approval, carry out the sequence of details.

The following assignments are illustrative:

- Develops and presents technical information relating to the design, construction, and quality levels of items of clothing and the methods to be used in quantity production. Prepares drafts of new and revised specifications including amendments and purchase descriptions to comply with manufacturing and operational requirements. Develops detailed data and illustrations depicting construction features, machine techniques, and finishing process to be employed in the fabrication of each component part of the item. Specifies reasonable and working tolerances for all measurements as a means of establishing quality workmanship. Checks patterns to determine number of component parts, measurements and acceptable yardage requirements for the basic fabric, the needle and bobbin threads, and quantity of each component requirement for inclusion in bills of materials. Prepares preliminary analyses of comments received from the using services and advisory boards regarding specific details of manufacturing, construction, and machine requirements.
- Grades patterns for all specified sizes and basic size groups including regular, short, extra long, and portly and stout types. Working from the outline of the master pattern, draws patterns for each size, assuring that curves of original are held. Takes into consideration the variation that results from size group differences for the particular garment being graded and the critical points on garment from which curves expand or reduce to provide modifications necessary for exact variation. Indicates the locations of tucks and darts. Determines complementary pattern parts required to complete garment patterns from markings on basic original pattern parts and knowledge of the principles of clothing construction. Designs lining and fittings (cuffs, collars, facings, canvas, belts, etc.) making necessary allowance for seams, pleats, tucks, and general makeup.
- Selects and applies standard methods and techniques in the design, construction, and testing of prototype apparel. Makes occasional modifications and improvements to standard sewing, stitching, and other construction techniques for various materials such as wool, cotton, rayon, synthetics, and blends. Assists higher grade clothing designers in preparing data relative to the illustration of construction and seam techniques for specifications.

*Supervision received*

Clothing design work at this level is typically performed under fairly close supervision as an assistant to a more experienced designer. Specific instructions as to lines of approach and work sequences are characteristic. Responsibility is generally limited to accurate performance of assigned tasks using established methods and techniques. Completed work is reviewed for accuracy, completeness, clarity of presentation, and conformance with established policies and practices.

*Personal work contacts*

Contacts at this level are largely with employees in the same organization performing similar or related work to exchange information regarding specific clothing items.

*Mental demands*

Judgment is exercised in making routine interpretations of data and in selecting and carrying out proper techniques so that work results are technically adequate and can be relied upon by others who use the results. Work techniques are standard and usually require only minor adaptation.

**CLOTHING DESIGNER, GS-0062-09****CLOTHING DESIGNER (PATTERNS), GS-0062-09***Nature of work*

Designers at this level carry out assigned segments of projects which have been planned and structured by others. At this level, designers are not expected to carry out major creative aspects of the work; however, once decisions have been made, with respect to planned approach to the problem, materials to be used, construction and quality levels and similar matters, GS-9 designers are required to apply judgment in the application of design methods and principles in carrying out specific phases of the work in accordance with objectives to be attained. The work typically involves developing modifications of clothing items or of patterns.

The following assignments are illustrative:

- Develops technical data, specifications, and tests for items of clothing which are modifications of standard items. Tests and evaluates experimental preproduction samples. Prepares wear-test questionnaires to be completed by each person participating in the tests. Requests information pertaining to the design of the item, quality of workmanship, cleaning and laundering aspects, and the comparison of standard items to tests items. Monitors wear-tests to ascertain feasibility of item adoption. Prepares report of the results of the wear-tests for uniform board's consideration and, if approved, initiates action to the items procured and established in the supply system for issue. Assists supervisor in evaluating appearance, functional use, design, and military characteristics of sample garments submitted by industrial firms. Measures and fits sample garments on models.
- Develops modifications of master patterns for a variety of tailored and utility clothing items. Receives verbal instructions from supervisor as to required modifications, discusses methods of achieving, and outlines changes on existing patterns or drafts new patterns to reflect desired objectives such as (a) moving position of slide fasteners and pocket, (b) removing the gusset from the sleeves, (c) eliminating back dart, (d) reducing

the seat and thigh, (e) reducing the fullness on sleeves and shoulder, (f) shortening of strap, etc. Utilizes knowledge of basic clothing design techniques in attaining desired effects and considers such factors as degree of tailoring to go into item, degree of fit to be attained, and overall effect desired. Makes necessary adjustments for variations in type and weights of material to be utilized. Assures that pattern changes result in methods most feasible for quantity production.

- Analyzes and develops methods in the design, construction, and testing of prototype apparel. Develops and improves sewing, stitching, and other construction techniques for various materials such as wool, cotton, rayon, synthetics, and blends. Studies improved methods of construction to obtain desired style and design features and requirements. Illustrate methods of construction and seam techniques for specifications. Analyzes patterns in connection with the development of key pattern sizes for grading purposes. Measures patterns and grades for garment measurement tables used in specifications.
- Conducts detailed background studies to develop, compile, and present basic data concerning various specific design and functional factors and variables which must be integrated with military characteristics and requirements for specialized protective clothing. For example, in development of helmets, develops technical information and data concerning (a) various pressures and forces that the head must withstand during the utilization of functional military headgear with all its appurtenances; (b) special protective considerations relating to design and materials for headgear, particularly in those areas where the head is most likely to encounter accidents; (c) head balance and nature and location of prime points of stresses and strains during operational use, affecting protective aspects, comfort, use, and attachment of components; (d) factors involved in integrating communication components in headgear affecting suspension systems and pressures on the headgear; and (e) materials requirements.

### *Supervision received*

Clothing Designers GS-9 work under the general supervision of a clothing designer who furnishes work assignments, discusses alternative methods and provides guidance in working out the solution to complex technical problems. Completed work is reviewed for technical adequacy and completeness, feasibility of construction, conformance to stated requirements and quality of workmanship.

### *Personal contacts*

Clothing Designers GS-9 with developmental assignments frequently attend meetings and conferences within and outside the clothing design organization in order to keep abreast of latest developments in clothing design and specialized materials; to discuss and develop specific information and data concerning military characteristics, types and properties of different fabrics or materials that may be used involving, for example, considerations of strength, wear and durability, elasticity, ballistic protective properties, metal components; and to discuss and resolve problems concerning specific manufacturing, design, or construction details. Personal contacts are as described at GS-7 for positions at this level concerned primarily with patterns.



*Mental demands*

Originality, judgment, and initiative are exercised in applying and adapting design techniques and methods and in making design contributions with respect to detailed phases of projects or parts of garments. Experimentation with patterns or sample garments is typical.

*Recommendations and decisions*

GS-9 designers with developmental assignments make oral and written recommendations based on their findings concerning design and functional factors and variables that must be considered and integrated in design and development work, such as compatibility with combat requirements, compatibility with related clothing and equipment, environmental requirements, etc. They make recommendations as to tolerances applicable to particular items or pertinent manufacturing operations. They approve for acceptance work sent to drafting and fabrication organizational elements. Designers concerned with patterns determine improvements and changes in patterns to achieve specified design objectives.

## **CLOTHING DESIGNER (PATTERNS), GS-0062-11**

*Nature of Work*

Clothing Designers GS-11 are typically assigned projects to create or standardize new and improved clothing items or master patterns. The work is characterized by responsibility for independent performance of assignments which include most, or all, of the important planning and creative steps of designing apparel. The work may involve new design concepts and materials or be concerned with the redesign, improvement, and standardization of existing items.

Clothing Designers GS-11 integrate factual information and conceive the working details to develop the most suitable item to fulfill its intended purpose; visualize items which will satisfy specified needs; and apply with judgment and initiative, a broad background knowledge of clothing design principles and practice in developing, analyzing, and evaluating designs, materials, accessories, specifications, patterns, fabrication techniques, and new clothing concepts.

The following assignments are illustrative:

- Designs new or modified clothing items, planning design approach from statements of requirements. Analyzes and evaluates requirements, technological trends, improved manufacturing techniques, new materials, processes, treatments, coatings and impregnations. Selects materials which will satisfy proposed design and functional requirements. In designing clothing and associated items, considers those factors which influence or dictate the design of end items such as position of closures, type of button,

thermal lining materials, etc. Works out difficult design and technical determinations which present problems both in configurations of the design and materials utilized, and which involve considerations relative to anthropometric studies, personal fatigue, mobility and visual restrictions, manufacturing techniques and processes, physiological responses, dexterity and other factors pertinent to uses and needs of the end items. Considers fully all production simplification aspects which will produce items that will be satisfactory under various environmental and/or combat conditions with inherent qualities of ruggedness, lightness, protective features, low cost, and long life. Prepares sketches, mock-ups, and rough drawings in connection with sample runs of developmental items showing desired styles, closures, construction, stitching, etc. Directs and/or monitors tests. Determines whether design requirements are met in terms of adequate protection from extreme cold and heat, speed of donning in emergency situations, ease of maintenance, waterproofness, storage requirements, weight and bulk, comfort, insulation value, fasteners, pocket location, and other criteria. Redesigns garments as required to improve appearance or sizing, fit, style, and operational capabilities, and to simplify construction and manufacturing processes. Prepares comprehensive manufacturing requirements, procurement drawings, and specifications.

- Develops master patterns for prototype and standard garments, working from sketches or sample models, and information concerning materials, fabrication, sizing requirements, location of special design features, insulating medium, and all other pertinent details. Evaluates all facts to determine complete pattern requirements, including sizing patterns based on the thickness of components, number of layers involved, construction type desired, etc. Reviews indicated location and type of ventilation control, closures, pockets, and other similar features to determine fully the pattern design. Provides suggestions and recommendations as to modification in methods of construction, sizing, utilization of materials, and improvement of design and experimental patterns which will reduce fabrication problems to ensure feasibility of production and obtain experimental patterns and cuts component parts. Develops suitable stitching and seaming procedures, with appropriate modification of fabrication equipment if necessary. designs master patterns for quantity production.

#### *Supervision received*

Employees at this level work under general supervision of clothing designers who assign projects in terms of broad objectives to be accomplished; determine relative priority of projects; are available for discussions, consultations, and advice pertaining to policy and unprecedented matters; and approve new plans or major deviations to plans or recommendations for new experimental studies. Work is reviewed through evaluation of written specifications and sample garments for accuracy, feasibility, compliance with requirements, and established policies and regulations.

*Personal contacts*

Employees at this level maintain continuous liaison (through correspondence, telephone, and personal visits) with operational commands, clothing designers in other departments, industrial institutions, and laboratories to exchange technical information concerning new developments in the field; to confer on matters pertaining to designs, patterns, and production methods; to monitor field tests and advise on use of items; and to keep abreast of service problems in order to provide for anticipated changes in requirements. They periodically visit contractors plants during the development of end items and components to check on quality of work; to determine whether specifications are adequate; to observe any new type of equipment or operating techniques; to interpret for commercial designers the type of garment and characteristics required; and to evaluate design and production of sample items in all stages of development. Employees at this level attend interdepartmental standardization meetings and other technical meetings, as technical representatives, on assigned apparel items to coordinate design and functional requirements.

*Mental demands*

Originality, judgment, and initiative are required in planning, coordinating, and performing project work from inception through completion, in developing optimum designs of garments, and in developing work methods and techniques.

Considerable improvisation and experienced judgment are required both in modifying, adapting, or making compromises with standard guidelines and in developing approaches and solutions to complex features. Complete assignments or projects carried out typically do not encompass on a frequent recurring basis highly complex and unprecedented concepts and problems of a novel nature.

*Recommendations and decisions*

Recommendations and decisions concern standardization of acceptable clothing items; deviations requested by manufacturers, quality control personnel, and others; acceptability of prototype models for operational usage and feasibility of quantity production; need for and evaluation of field tests of items; need for further experimental development; and evaluation of commercially developed items for possible use.

**CLOTHING DESIGNER, GS-0062-12****CLOTHING DESIGNER (PATTERNS), GS-0062-12***Nature of work*

Clothing Designers GS-12 receive the more complex and novel assignments requiring the application of a broad background of knowledge and a high degree of judgment and

resourcefulness in developing plans of action from broad objectives, in devising new or improved methods, in overcoming difficult problems where precedents and guides are lacking, in anticipating future requirements and trends, and in analyzing and evaluating designs and proposals submitted by others. Also characteristic is responsibility for providing technical guidance and leadership to other designers with less complex project assignments.

The following assignment is illustrative:

- Serves as project leader in the formulation, planning, organizing, and conduct of projects to develop new types of specialized protective garments, typically involving unconventional materials. Reviews developments in the field of textiles, chemicals, and plastics to ensure that agency protective clothing development program involves the latest techniques in those fields. Reviews developments, techniques and equipment of other services, as well as those of commercial sources for applicability to present or future requirements of his agency. Recommends the establishment of study projects and project priorities to determine agency requirements for new materials and processes and the appropriate activity where such projects may be conducted to assure the most expeditious and economical assignment in the interest of the agency.
- Studies requirements for specialized protective clothing and prepares project and task plans to accomplish development. Undertakes coordination with other agencies concerning military and technical characteristics, design studies, tests, clothing integration, etc. Determines the degree of protection that will be required. Evaluates available garments to determine relative protective qualities, and the most practical materials to employ in the garment, bearing in mind the comfort and dexterity limitations that can be tolerated. Selects materials possessing the greatest protective qualities and designs garments accordingly.
- Directs fabrication of prototype models for test purposes. Establishes test program and provides technical guidance to test organization. Analyzes and evaluates test results and determines need for further development and testing.
- Prepares technical data and specifications for approved garments. Provides technical advice and guidance to contractors for the fabrication of samples and pilot runs. Conducts preliminary negotiations with the contractors for development of new and improved methods of fabrication for assigned items. Recommends awards of contracts on the basis of each contractor's facilities and ability to accomplish work within time and fund allotments. Reviews contractors' reports and other technical data for progress, quality and adequacy of final results.

### *Supervision received*

Clothing Designers GS-12 work under general supervision of clothing designers who make work assignments in terms of overall broad objectives to be attained; provide overall technical direction and policy determinations; advise on highly unusual problems which arise; and furnish background information when required. Completed work is reviewed for successful

accomplishment, effective coordination and resolution of problems, and conformance with program objectives.

#### *Personal contacts*

Positions at this level are characterized by requirements for close coordination of the many activities involved in the design, development, and manufacture of new types of specialized clothing and for obtaining cooperative agreements and decisions to establish courses of action. Employees at this level maintain extensive liaison with other agencies to obtain and exchange information on related clothing design and development. They consult with representatives of industry to facilitate research and manufacturing processes, to "trouble-shoot" on important and large-scale production contracts, and to determine adequacy of facilities and personnel to conduct development and manufacture of end items. Clothing Designers GS-12 represent their agencies at meetings with representatives of other organizations in which research and development proposals, problems, and progress are discussed and resolved.

#### *Mental demands*

A high degree of originality, judgment, and initiative are required in developing plans of action for extensive and complex project assignments from broad objectives, in recognizing and developing new approaches, in searching out and establishing limiting factors in the agency's mission, in devising new and improved methods and techniques, in overcoming difficult problems where precedents and guides are lacking, in anticipating future requirements and trends, in visualizing and applying new concepts on design, materials, processes, and techniques, and in coordinating the various phases of projects.

#### *Recommendations and decisions*

Decisions made by employees at this level are accepted as valid technically and determine, to a great extent, the agency's development program for specialized complex clothing items. Recommendations are contained in written reports and technical data concerning project progress and justification and scientific, technical, and manufacturing problems. Employees at this level evaluate items received from other agencies, private industry, or individuals for adaptability of items to the agency's purposes, incorporation of certain features in new or modified designs, standardization of item among military services, etc. They review their own and other agency specifications and make recommendations regarding improvement in the quality, standardization, and simplification of items. They determine need for field or laboratory tests during course of development of items, outline characteristics of tests, analyze test results, and determine the need for further development or testing.

## **CLOTHING DESIGNER, GS-0062-13**

### **CLOTHING DESIGNER (PATTERNS), GS-0062-13**

#### *Nature of work*

Clothing Designers GS-13 receive assignments of unusual complexity and importance requiring outstanding competence in planning, organizing, and guiding extensive development, design, and production programs. They are recognized technical experts in clothing design and serve as advisory authorities with respect to programs of major scope and importance.

The following assignments are illustrative:

- Serves as recognized specialist and design authority for a military service on all men's service and dress uniforms. Consults with top ranking military personnel, industrial clothing designers and executives, and representatives of other departments to determine and standardize basic requirements and characteristics; develops and executes ideas and designs; and provides recommendations and technical advice upon which department-wide policy determinations are based.
- Plans, develops, and directs preparation of original and revised designs and specifications, covering a wide variety of specialized men's uniforms and accessories to meet new requirements, changes in availability of materials, or new developmental requirements. Reviews specifications against patterns and samples for coordination, for proper construction with current manufacturing processes, and to ensure that illustrations depicting finished items conform with approved designs.
- Interprets to industrial designers type of garment and military characteristics desired and evaluates designs and sample uniforms in all stages of development. Coordinates military uniform designs with commercial usage and functional requirements of the different components of the department and customs of the service. Furnishes technical leadership to the clothing trade on requirements and needs of the various services. Monitors and provides technical guidance on contracts involving the adaptation of master models to mass production methods. In this connection renders expert guidance on manufacturing processes to ensure that garments are manufactured in the manner, quality, type, design, and construction desired.
- Keeps abreast of military and civilian commercial developments in the fields of fabrics, fabric construction and design, patterns, and manufacturing processes. Analyzes anthropometric data, and develops studies and charts of standards in body and clothing sizes to ensure better fitting garments with a minimum of alteration requirements. Arranges for field tests of production garments and devises fitting and test procedures.

Relates performance of item in tests or field trials to construction and design characteristics as basis for further item revisions or improvements. Interprets details of design and finished garments to high ranking military personnel and uniform boards.

- Serves as a recognized technical expert in the field of patterns for production of military uniforms. His advice is requested and accepted by high level personnel within his own department as well as other agencies. Involved is responsibility for assuring and advising on the adequacy of patterns in terms of feasibility and practicability under the techniques of mass production, based on actual test fabrication, and accomplishing necessary pattern changes and modifications prior to final approval of specifications and patterns for procurement action. Furnishes advisory service to other agencies covering the full variety of patterns for men's and women's clothing. Provides technical guidance to contractors relative to production problems based on pattern difficulties, developing pattern modifications as necessary to overcome such problems. Acts as technical advisor to agency head on problems involving repeated complaints received from the field concerning fit of specific military garments. Visits camps, stations, and overseas installations to analyze cause of complaints and devise ways of remedying, through pattern changes which may involve aspects of the basic design. Acts as technical advisor to agency head in hearings before Senate Committees and Clothing Boards involving questions of pattern and fit.

#### *Supervision received*

Employees at this level work under very general supervision consisting of initial broad outline of work to be accomplished, determination of relative priorities of projects, consultation and direction with respect to policy and unprecedented matters, and the coordination of work with other organizational elements. Conferences are held with supervisor to discuss progress on major problems affecting the achievement of broad objectives. Project plans and technical proposals are seldom subject to a technical review, but rather for their feasibility in relation to requirements and conformance with overall policy.

#### *Personal contacts*

Clothing Designers GS-13 initiate and maintain contacts with top level military, design, and industrial personnel to promote and obtain cooperation from designers and executives in other agencies and in industry, to interpret for industrial designers and contractors garment design and construction requirements, and to coordinate and evaluate designs in all stages of development. They interpret and justify details of design and finished garments to high ranking military personnel and uniform boards. The intense interest of high-ranking military personnel and the requirements of interdepartmental standardization require a high degree of skill in dealing with others.

*Originality required*

Positions at this level require originality in order to conceive, design, and create new concepts and approaches in order to satisfy changing and conflicting requirements, to develop alternative approaches to development objectives, and to conceive materials, designs, and devices to solve special problems.

*Recommendations and decisions*

Employees at this level recommend in complete detail their agency's policy in an area such as the design of men's service, dress, and specialist uniforms. For example, they are frequently called upon to make authoritative presentations to uniform boards concerning the history of specific features of uniforms and the feasibility of changes in design. Recommendations provided to the boards lead to the establishment of department policy. These have far reaching effects in terms of costs and morale and efficiency of military personnel, as well as the quality, comfort, durability, appearance and functional properties of the uniforms.