

# Executive Position Classification



Partner with government's leading classification experts to review your executive-level positions and ensure alignment with the latest guidance.

## Overview

OPM's request for agencies to [review allocations of executive positions](#) signals a new era of workforce management and classification across the government. Agencies are expected to assess Senior Executive Service, Senior Level, and Scientific/Professional positions to ensure they are efficiently structured, appropriately classified, and defensible.

This requires compliance with all laws and regulations, systematic and documented position analysis, and clear descriptions and evaluation statements that justify classifications above GS-15.

## Partnership Benefits

We can optimize your agency's executive workforce—aligning positions with strategic goals, ensuring compliance with OPM standards, and delivering expert, objective recommendations that save taxpayer dollars and strengthen mission success.

Our classification experts help agencies:

- Align SES and SL/ST positions with mission priorities
- Identify leadership and capability gaps
- Streamline executive structures and eliminate inefficiencies
- Strengthen service delivery and accountability

## Service Offerings

**Executive and SL/ST Position Reviews (Desk Audits):** Our team can design targeted interview questions to capture key position characteristics affecting classification and conduct interviews with incumbents, supervisors, and other knowledgeable sources.

**Executive and SL/ST Secondary Assessments:** Using existing agency materials—such as evaluations, classified position descriptions, performance appraisals, organizational charts, and position management documents—our classifiers compare positions against OPM classification standards and guides.

## Executive Positions Explained

### Senior Executive Service (SES)

The SES leads America's workforce. Members of the SES serve in key positions just below the top Presidential appointees and are the major link between these appointees and the rest of the Federal workforce.

### Senior Leader (SL)

These positions provide subject matter expertise to support agency leaders in driving successful organizational programs that are responsive to the needs, policies, and goals of the Nation. These positions are classified above the GS-15 but do not meet the SES functional criteria.

### Scientific and Professional (ST)

These positions are classified above the GS-15 for specially qualified scientific and professional personnel primarily engaged in research and development and do not meet the SES functional criteria.

## ▶ Learn more:

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[opm.gov/classification](https://opm.gov/classification)