



The intent of Dual Career Ladder (DCL) was to provide another route for the advancement of employees exhibiting or possessing particular technical skills and/or education above and beyond the norm of the typical career series. DCL positions are non-supervisory in nature and allow agencies the flexibility to employ individuals of exceptional talent or expertise without requiring that they assume supervisory roles.

DCL incumbents serve as staff technical specialists in a distinct area and may function as the designated adviser to management in their respective areas of expertise. DCL candidates might possess educational credentials from top national or international institutes of higher or continuing education, and that might be of such worth to an agency that use of a DCL title would be merited. Some occupational fields are undergoing significant change and innovation (for instance, information technology, auditing or security) and require staff with particular skills in these areas that exceed those of the more general IT allocations.

DCL policy standards can be found in [Procedures: Dual Career Ladder – Policy Standards](#) and Frequently Asked Questions may be found in [Job Aids & Resources: FAQs – Dual Career Ladder](#).