

# Field Examiner

## **The National Labor Relations Board (NLRB)**

is looking for dedicated, independent professionals to join our staff as Field Examiners. The public's first contact with NLRB is often through one of our Field Examiners.

**As a Labor-Management Relations Field Examiner, you will work for the General Counsel, under the supervision of a Regional Director. You could work in any one of NLRB's over 50 field offices, located in major cities across the country. Our Field Examiners are called upon to:**

- Contact parties involved in allegations of unfair labor practices
- Investigate matters underlying the allegations
- Conduct hearings when unions have filed petitions to represent employees
- Coordinate and oversee secret-ballot elections to determine employee preference for representation

Each case you are assigned is an opportunity to make a difference. You will need to be able to investigate, analyze, research, and objectively evaluate issues of fact and law while effectively dealing with a diverse group of people — some of whom may be indifferent, uncooperative, and/or hostile — and be able to communicate clearly and concisely. Cases may require you to visit the homes, offices, and workplaces of people involved in a claim. Depending on the size of your region and the requirements of your cases, your job with NLRB may take you around the corner or across the state.

### **Investigation**

As an NLRB Field Examiner, you will gather and assess facts in order to determine whether a charge is meritorious. Meeting and talking with employees,



supervisors, labor union officials, personnel officers, directors of industrial relations, and attorneys representing labor and management will provide you with in-depth knowledge of the situation. You then work with the parties involved to come to a settlement, recommend to your Regional Director that the charge be dismissed, or propose litigation.

### **Determining Representation**

When a group of employees is considering whether or not to unionize, NLRB is called upon to conduct a free and fair secret-ballot election. Field Examiners conduct these elections, count ballots, and announce the results. You may also be called on to serve as a Hearing Officer in disputed representation cases, taking testimony and evaluating evidence.

### **Training & Career Development**

Our goal is to provide you with all the tools necessary to optimize your career. You will have access to a wide range of learning opportunities, including NLRB-run conferences, external seminars, and individual training. NLRB is always exploring new learning methods, including training via videoconferencing and the Internet.

### **Rapid Advancement**

If you continue in your career development as expected, you will advance rapidly in your career at NLRB. Most of our Field Examiners receive annual promotions, representing increases in both salary and responsibility, based on the Federal General Schedule (GS) pay tables. Most Field Examiners start at the GS-7 or GS-9 level. Within 4 to 5 years, you could be at the GS-13 level, eligible for supervisory positions, and you may have even doubled your starting salary.

### **Qualifications**

Your level of education and work experience will determine the salary and level of responsibility for which you qualify. NLRB looks for work experience in labor-management relations or a related field, and/or an educational background in subjects such as:

- Labor relations
- Industrial relations
- Personnel administration
- Business administration
- Economics
- Labor economics
- Labor law
- Political science
- Accounting
- Law

### **Benefits**

NLRB offers our staff the generous benefits for which all Federal employees are eligible. NLRB is also very family-friendly, with opportunities for non-traditional schedules or telecommuting when appropriate.

**Please ask your recruiter for more details on benefits, current job openings, the GS system, and applications, or visit our website at [www.nlr.gov](http://www.nlr.gov).**



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