



Hewlett Packard Labs

US Labor Rates for Directed Research Activities

This note provides:

- Information about the job categories and job descriptions that apply to Hewlett Packard Laboratories research, managerial and administrative personnel engaged in directed scientific research and development activities.
- Hourly labor rates applicable to each job category listed.

Researcher Qualifications and Descriptions

Senior Fellow - Engineering

Functional responsibility:

Provides top-level R&D program leadership and integrated science leadership for multiple research programs within labs. Is a thought leader within the industry on numerous leading-edge complex technologies, theories, or techniques. Develops/invents highly innovative solutions within multiple technologies, theories, and/or techniques. Provides technical consultation at the corporate level and for major customers. Deep, sophisticated understanding of the linkages between various technologies, the key design choices available, and the customer usage patterns.

Education: Not specified

Experience: Hewlett Packard Enterprise Business Unit and Corporate Review Board Approval.

Director Engineering III

Functional responsibility:

Provide top-level research program management. Manages activities of individual contributors and/or Manager I and Manager II level research program staff. Has responsibility for developing plans for long-term staff competencies to reach research goals. Determines research agenda and develops viable short-term and long-term business and /or technical portfolios for complex research programs. Is accountable for a portfolio of projects with broad impact across business units and/or built on a wide range of technical competencies.

Education/Experience: 10 or more years' experience in R&D environment; MS/PhD in a technical field or an equivalent combination of education and experience.

Hewlett Packard Enterprise is a technology company that operates in more than 170 countries around the world. We explore how technology and services can help people and companies address their problems and challenges and realize their possibilities, aspirations, and dreams. We apply new thinking and ideas to create more simple, valuable, and trusted experiences with technology, continuously improving the way our customers live and work.

Hewlett Packard Labs is the exploratory and advanced research group for Hewlett Packard Enterprise Company, tackling complex challenges facing our customers and society over the next decade while pushing the frontiers of fundamental science.

Our [research](#) spans a wide range of technical disciplines and touches all of Hewlett Packard Enterprise's businesses. Collectively, we are applying our expertise in these areas to address the opportunities we believe are crucial to defining the future of information technology

Fellow - Engineering

Functional responsibility:

High-level R&D program technical leadership. Provides technical consultation and leads development of technical strategy for a program. Has expert ability to collaborate, influence, and build relationships across business units, senior management, and externally with industry experts. The contributor is a recognized authority on numerous technological areas, their interdependence with each other, and the business impact of their evolution. Contributions have caused substantial change to the state of the art in a significant discipline.

Education: Not specified

Experience: Typically 15+ years' experience, including graduate or postgraduate research.

Distinguished Technologist

Functional responsibility:

Develops strategy and technology roadmaps for research engineering, technology development, and technology transfer. Communicates strategy and roadmap guidance to executive staff, key industry partners, and customers. Influences decision-making at the highest organizational levels. Represents company at key technical meetings and conferences and through peer-reviewed publications. Provides consultation, design input, and feedback for research programs and new product development. Evaluates external technologies and innovations and develops external relationships in for integration into research and product architecture.

Education/Experience: Bachelor's, Master's, or Ph.D. degree in Computer Science, Engineering, or equivalent. Typically 15+ years' experience, including graduate or postgraduate research. Appropriate review board approval is required.

Manager Engineering II

Functional responsibility:

Provides direct and ongoing leadership for a research organization, including managers and/or individual contributors. Oversees the investigation, design, development, execution, and implementation of scientific research projects to generate new products, technologies, and intellectual property. Manages headcount, deliverables, schedules, and costs for multiple projects and programs. Manages resource allocation to ensure goals, objectives, timelines, and budgets are met. Engages with program management, technical leaders, marketing, supply chain, and executives to communicate program status, escalate issues, and influence key decision-making. Manages external relationships with partners and/or suppliers to meet program goals and deliverables.

Education/Experience: First-level university degree in Computer Science, Engineering, or equivalent experience required. Advanced university degree or doctorate preferred. Typically 10 or more years of related work experience, including 5 or more years of people management experience.

Research Engineer V

Functional responsibility:

Leads a team of other research engineers carrying out the investigation, design, development execution, and implementation of scientific research projects to generate new products, technologies, and intellectual property. As principal or co-principal investigator, designs overall research plan, including resource allocations, investigation procedures, and data guidelines. Reviews and evaluates research plans, experimental designs, and project activities; and provides tangible feedback to improve research quality and rigor and smooth technology transfer to relevant business units and/or partners. Identifies and evaluates new technologies, innovations, and external partner relationships to support technology or product roadmaps and to increase program business value. Represents company at scientific conferences and meeting and through the generation of peer-reviewed publications.



Education/Experience: Bachelor's, Master's, or Ph.D. degree in Computer Science or Engineering, or equivalent. Typically 10+ years' experience, including graduate or postgraduate research.

Manager Engineering I

Functional responsibility:

Provides direct and ongoing leadership for a team of individual contributors carrying out the investigation, design, development, execution, and implementation of scientific research products to generate new products, technologies, and intellectual property. Manages headcount, deliverables, schedules, and costs for ongoing projects to meet program's goals. Communicates program status to direct manager and internal and external development partners. Manages relationships with outsourced suppliers to meet program goals and ensures effective team communications. Proactively identifies opportunities for process improvement and improved cost-effectiveness.

Education/Experience: Bachelor's degree or equivalent experience required. Advanced university degree or doctorate preferred. Typically 5 or more years of related work experience, including 0-2 years of people management experience.

Research Engineer IV

Functional responsibility:

Participates as a senior member of a team of other research engineers carrying out the investigation, design, development, execution, and implementation of scientific research projects to generate new products, technologies, and intellectual property. Creates expanded portions of research plans, investigative procedures, and data collection and analysis guidelines for project. Collaborates and coordinates with internal and external research partners. Provide domain-specific expertise and research leadership to facilitate technology transition to commercial use. Prepares literature and presentations for peer review, publication, and delivery at industry and scientific community meetings or events.

Education/Experience: Bachelor's, Master's, or Ph.D. degree in Computer Science or Engineering or equivalent. Typically 6-10 years experience, including graduate or postgraduate research.

Research Engineer III

Functional responsibility:

Participates as a member of team of other research engineers carrying out the investigation, design, development, execution, and implementation of scientific research projects to generate new products, technologies, and intellectual property.

Creates portions of research plans, investigative procedures, and collection and analysis guidelines for assigned investigation. Collaborates with internal and external partners to perform experiments and validations in accordance with overall research plan. Develops and carries out portions of protocols and processes for collecting, recording, and analyzing data. Communicates results and conclusions to team members for review and feedback. Prepares literature and presentations for peer review, publication, and delivery at industry and scientific events and conferences; creates patent applications and supporting documentation.

Education/Experience: Bachelor's, Master's, or Ph.D. degree in Computer Science or Engineering or equivalent. Typically 4-6 years experience, including graduate or postgraduate research.

Post-Doctoral Engineer

Functional responsibility:

Contributes to creating portions of research plans, investigative procedures, and collection and analysis guidelines for assigned investigation. Participates as a member of team of research engineers carrying out the experiments, investigation, design, development, execution, and implementation of scientific research projects to generate new products, technologies, and intellectual property. Collaborates with internal and



external partners to perform experiments and validations in accordance with research plan. Develops and carries out portions of protocols and processes for collecting, recording, and analyzing data. Communicates results and conclusions to team members for review and feedback. Prepares literature and presentations for peer review, publication, and delivery at industry and scientific events and conferences; contributes to creating patent applications and supporting documentation. Demonstrates excellent written and verbal communication skills for technical reporting and problem-solving.

Education: Recently completed Ph.D. program (or equivalent) in Electrical Engineering, Computer Science, Physics, Computer Engineering, or related areas.

Research Engineer II

Functional responsibility:

Participates as a member of team of other research engineers carrying out the investigation, design, development, execution, and implementation of scientific research projects to generate new products, technologies, and intellectual property.

Performs laboratory experiments and activities supporting scientific research in accordance with research plan specifications and guidelines and established procedures. Collaborates with internal and external partners for scientific research and product development. Collects, records, and analyzes data using established protocols and processes; communicates findings to other team members for review and feedback. Assists in the preparation of literature and presentations for peer review, publication, and delivery at industry and scientific events and conferences; produces supporting documentation for patent applications.

Education/Experience: Bachelor's or Master's degree in Computer Science or Engineering or equivalent. Typically 2-4 years experience, including graduate or postgraduate research.

Research Engineer I

Functional responsibility:

Participates as a member of team of other research engineers carrying out the investigation, design, development, execution, and implementation of scientific research projects to generate new products, technologies, and intellectual property.

Performs laboratory experiments and activities supporting scientific research in accordance with research plan specifications and guidelines and established procedures. Collects, records, and analyzes data using established protocols and analysis processes. Assists in the preparation of literature and presentations for peer review, publication, and delivery at industry and scientific events and conferences; produces supporting documentation for patent applications. Develops understanding of and relationships with internal and external partners for scientific research and product development. Develops knowledge of research engineering principles and theories for assigned disciplines and research areas.

Education/Experience: Bachelor's or Master's degree in Computer Science or Engineering or equivalent. Typically 0-2 years experience, including graduate or postgraduate research.

Technician VI

Functional responsibility:

Advanced technician level. Uses ability as a skilled specialist to contribute to the development of new concepts/techniques and to complete program assignments/tasks in innovative and effective ways. Expert knowledge on the general/technical aspects of the job. Works on assignments that are highly complex in nature, where a strong degree of independent judgment, initiative, and technical knowledge is required to solve problems.

Education/Experience: Typically, an Associate's degree or equivalent experience and 6+ years of experience. May include highly experienced individuals performing equivalent work who are non-degreed.



Technician V

Functional responsibility:

Senior technician level. Applies extensive knowledge of the job skills, company policies, and procedures to complete complex, specialized program assignments/tasks in creative and effective ways. Comprehensive understanding of the general/technical aspects of the job. Works on assignments that are complex in nature and require judgment, initiative, and technical/specialized knowledge to resolve problems and/or develop recommended solutions.

Education/Experience: Typically, an Associate's degree or equivalent experience and 6+ years of experience. May include highly experienced individuals performing equivalent work who are non-degreed.

Assistant III

Functional responsibility:

Applies developed knowledge of the job skills, company policies, and procedures to complete a wide variety of difficult assignments/tasks in support of the program research effort. Has the ability to work with multiple issues/projects and has the experience/ability to support a typical program research team's administrative needs.

Education/Experience: High school education or equivalent. Typically requires 3-5 years general administrative experience.





Hewlett Packard Labs US Labor Rates Table for Directed (SOW) Research Activities

The following table contains the standard labor rates for the listed labor categories

Hewlett Packard Labs Labor Category	Job Level	Job Grade	Labor Rate \$/Hour
Sr. Fellow - Engineering	Senior Fellow	12	\$1025
Director Engineering III	Manager III	12	\$695
Fellow - Engineering	Fellow	11	\$650
Distinguished Technologist	Strategist	10	\$530
Manager Engineering II	Manager II	9	\$530
Research Engineer V	Master	8	\$535
Manager Engineering I	Manager I	7	\$475
Research Engineer IV	Expert	7	\$475
Research Engineer III	Specialist	6	\$370
Post-Doctoral Engineer	Intermediate	5	\$265
Research Engineer II	Intermediate	5	\$195
Research Engineer I	Entry	4	\$235
Technician VI	Advanced	3	\$220
Technician V	Senior	2	\$195
Assistant III	Core	1	\$170

Note: Rates are valid beginning October 1, 2021, and subject to change without notice.

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