# It Takes Skill to Recognize Ingenuity

# Engineers and Scientists

Consider a STEM career as a Patent Examiner

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The USPTO is looking for engineers and scientists to work closely with entrepreneurs to process patent applications, reduce the backlog of unexamined patents, and speed up the overall process, allowing businesses to move their innovation to market more quickly, and giving them more opportunities to create new jobs.

# What is a patent examiner?

A patent examiner is a federal employee who examines patent applications to determine whether or not a patent can be granted for various new inventions — many of which are on the cutting edge of tomorrow's technological breakthroughs. Patent examiners review two types of applications — design patents and utility patents. Design patents protect the ornamental appearance of an article, e.g. a watch face, while utility patents protect an invention, e.g. the watch itself.

As a patent examiner, you will:

- Search prior art to ensure that an invention is new and unique
- Review patent applications to ensure conformity to formal requirements
- Write office actions communicating your findings on patentability to inventors and patent practitioners

## **Basic qualifications**

Minimum of a Bachelor's degree in engineering or science.

Successful completion of a full 4-year course at an accredited college or university leading to a bachelor's degree, or higher, that included a major field of study, or specific course requirements, in a variety of engineering and science disciplines. Check https://uspto.usajobs.gov for the most recent job announcements.

## **Compensation**

Your earning potential is one of the most important aspects of pursuing federal employment. Most agencies use the General Schedule (GS), which is the predominant pay scale for federal employees. The grade level assigned to a position determines the pay level for that job. Most patent examiners start with the USPTO as a GS-7 or GS-9. For more information, visit www.opm.gov (keyword: pay).

#### **Benefits**

USPTO's comprehensive federal benefits package rivals those offered by top U.S. corporations. Our balanced work-life package includes:

- Flexible work schedules
- Paid leave: starting with 13 days of vacation, 13 days of sick leave
- Paid overtime and/or compensatory time
- 11 paid holidays each year Transit subsidy
- Competitive salary

- Incentive awards program
- Health benefits plan and retirement package
- Business casual dress policy

# Real, valuable work experience for students

USPTO's student programs offer talented high school, college, law, and graduate students interested in engineering, science, and law with unique opportunities to gain valuable skills and professional experience. Here's how:

- Explore your career options while developing or enhancing your personal and professional skills;
- Experience what it's like to be a patent examiner, and learn about protecting intellectual property; and
- Gain first-hand knowledge of the responsibilities of patent practices and decision-making processes.

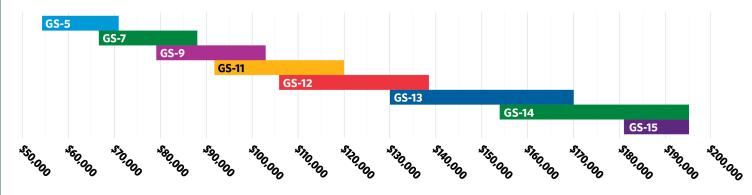
To learn more about our student opportunities or to apply, please visit www.uspto.gov/jobs/student-programs.

The process to fill a patent examiner vacancy typically takes 10 weeks. This chart outlines the steps in the process.

| Week | Patent Examiner Hiring Process (10-week timeline)  Job opportunity announcement (JOA) closes on USAJOBS.gov |  |  |  |  |  |
|------|---|--|--|--|--|--|
| 1    |   |  |  |  |  |  |
| 2    | HR reviews applications for qualifications (2.5 weeks)  |  |  |  |  |  |
| 3    |   |  |  |  |  |  |
| 4    |   |  |  |  |  |  |
| 5    | Hiring officials review applications, conduct   |  |  |  |  |  |
| 6    | interviews, and make selections (4 weeks)   |  |  |  |  |  |
| 7    |   |  |  |  |  |  |
|      | USAJOBS status update: "Selected or Not Selected"   |  |  |  |  |  |
| 8    |   |  |  |  |  |  |
| 9    | HR extends job offers, performs background investigation (1–3 weeks)  |  |  |  |  |  |
| 10   |   |  |  |  |  |  |

You can check status anytime on USAJOBS.gov.

# **Patent Examiner Pay Scale, Fiscal Year 2025**



| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 5     | \$54,782  | \$56,607  | \$58,433  | \$60,258  | \$62,083  | \$63,908  | \$65,734  | \$67,559  | \$69,384  | \$71,210  |
| 7     | \$67,860  | \$70,122  | \$72,385  | \$74,647  | \$76,910  | \$79,172  | \$81,435  | \$83,698  | \$85,960  | \$88,223  |
| 9     | \$79,352  | \$81,996  | \$84,641  | \$87,286  | \$89,931  | \$92,576  | \$95,220  | \$97,865  | \$100,510 | \$103,155 |
| 11    | \$92,850  | \$95,944  | \$99,038  | \$102,133 | \$105,227 | \$108,321 | \$111,416 | \$114,510 | \$117,604 | \$120,699 |
| 12    | \$106,745 | \$110,304 | \$113,863 | \$117,422 | \$120,981 | \$124,540 | \$128,099 | \$131,657 | \$135,216 | \$138,775 |
| 13    | \$130,536 | \$134,888 | \$139,239 | \$143,591 | \$147,942 | \$152,294 | \$156,645 | \$160,996 | \$165,348 | \$169,699 |
| 14    | \$154,254 | \$159,396 | \$164,537 | \$169,679 | \$174,821 | \$179,962 | \$185,104 | \$190,246 | \$195,200 | \$195,200 |
| 15    | \$181,443 | \$187,491 | \$193,539 | \$195,200 | \$195,200 | \$195,200 | \$195,200 | \$195,200 | \$195,200 | \$195,200 |

# Why should you work for the USPTO?

- Bringing innovation to life: Your expertise will focus on analyzing advanced, complex concepts leading to America's modern breakthroughs
- Challenging, engaging atmosphere: USPTO is the largest IP rights entity in the nation where you'll gain experience, training and mentorship you won't get anywhere else
- Your career, your way: You will have a well-defined career path that gives you specific milestones to reach for while advancing throughout your career

• Flexible work schedules: USPTO makes finding worklife balance very easy by providing you with the ability to create a lifestyle that suits your needs

For more information please visit www.uspto.gov/jobs.

U.S. citizenship required

#### **About the USPTO**

Our work spurs the kind of American innovation that can change the world.

The U.S. Patent and Trademark Office has been serving the economic interests of America for more than 200 years. We are responsible for granting U.S. intellectual property rights for patents and trademarks.

Our efforts have provided inventors exclusive rights over their discoveries. It's an effort that continues to contribute to a strong global economy, to encourage investment in innovation and to cultivate an entrepreneurial spirit for the 21st century.



The USPTO is headquartered in Alexandria, Virginia, with offices in California, Colorado, Michigan and Texas.



www.uspto.gov/jobs Last updated: June 16, 2025