

**I'm hoping to find out what others have for color specialists or color management positions at their facilities. We have one individual who is G7 certified and I am working on trying to update his job classification and title. Does anyone have color management positions, job descriptions, and/or even a wage range that they would be willing to share? I've had this person forwarding me any positions he comes across and noting what duties he does so I can get a comparison together to try to gauge where he should fall, but would really like something from others to take a look at as well.**

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Attached is our job description (*editor's note: see next page*). We have not been able to find good survey information so we tie it to our desktop operator position. The midpoint for the rate is \$28.12/hour.

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Our prepress manager is responsible for this

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We do not have a color position to compare.

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No, we don't have this one

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We are a web offset commercial printer and we've never had any type of "Color Management" positions here. We are currently going through G7 calibration but it is being done with the help of an outside service.

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We have a very "over-qualified" person who we pay \$80,000.00/year salary. His salary at a larger company might bring \$100k to \$125K. Color management personnel are worth their weight in gold and absolutely necessary in a shop like ours.

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## JOB DESCRIPTION - COLOR REPRODUCTION SPECIALIST

<b>Department:</b> Prepress	<b>Work Location:</b>	
<b>Reports To:</b> Prepress Manager	<b>FLSA Status:</b> Non-Exempt	
<b>Supervises:</b> N/A	<b>Date Written:</b> 8/26/04	<b>Date Revised:</b> 12/17/14

### POSITION SUMMARY

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The Color Reproduction Specialist is responsible for developing, implementing, and monitoring color management technology and quality control methods; to monitor and maintain consistent digital proof to press color reproduction; to evaluate color reproduction from digital proof to press; effectively executing color correction, image manipulation, photocomposition and image scanning; to assist the lead prep production operators and the prepress manager in improving methods; and to work with all company staff to meet the needs and expectations of the customers of The Company.

### ESSENTIAL FUNCTIONS

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1. Knows and understands The Company mission and system of operation
2. Executes advanced color management and quality control using The Company's color management and RIP workflow solutions
3. Executes advanced scanning, color correction, image manipulation, photocomposition, and data management using Photoshop, Illustrator, Heidelberg, and The Company's server-based network
4. Analyzes and evaluates color reproduction from digital proof to press
5. Outputs and prepares customer proofs
6. Profiles and color management of digital inkjet and xerographic output devices
7. Profiles and color management of offset printing presses
8. Maintains color balance between different printing devices
9. Creates printing plate curves
10. Develops improvements to The Company's color management and quality control technology
11. Executes prep production functions and methods as stated in the *Systems Effectiveness Information*
12. Reports any deviations in job deadlines and proposes solutions to a prep production lead operator or the prep production supervisor
13. Answers day-to-day department questions, including image correction production questions
14. Completes function count, coding of plant load, and operator sign-off on all jobs executed
15. Communicates necessary information to the next shift's lead operator to ensure work is completed effectively
16. Demonstrates departmental methods to technical staff in training as requested by a prep production lead operator or the prep production supervisor
17. Works in other departments, as efficiently as possible, when volume in home department is low
18. Assists the prep production lead operators and prep production supervisor on assignments as requested

### OTHER FUNCTIONS

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1. Executes preventive maintenance programs for the hardware and software used within the department, as requested by a prep production lead operator or the prepress manager
2. Reports any deviations in hardware or equipment performance, and propose solutions to a prep production lead operator or prep production supervisor
3. Regulates the supply inventory to ensure supplies are available as needed

# **JOB DESCRIPTION - COLOR REPRODUCTION SPECIALIST**

## **MINIMUM REQUIREMENTS**

### **1. Education/Experience:**

- High school diploma or equivalent required, college degree or certificate preferred
- Five years of scanning, color correction, image manipulation, photocomposition, and color reproduction experience required

### **2. Skills/Knowledge:**

- Possess an advanced knowledge of color theory and color management as it applies to the offset and digital print production process
- Thorough understanding of L\*a\*b, Delta E and Density
- Thorough understanding of GRACoL and the G7 process
- Advanced knowledge of Adobe Photoshop – color correction, photo retouching, photocomposition
- Strong working knowledge of Adobe Suite of print and layout applications
- Practiced in the use of spectrophotometers, profiling software (i.e. EFI, Heidelberg, etc) and creating ICC profiles
- Possess a solid working knowledge and understanding of scanning, color correction, image manipulation, photocomposition, and color reproduction
- Able to produce neat, accurate, and complete work
- Able to produce work with speed and consistency of output
- Able to communicate clearly, in speaking and in writing
- Able to efficiently organize work, plan and to meet schedules and deadlines
- Cooperative and responsive to change, criticism, new ideas, and company initiatives
- Able to perform under pressure and manage stress
- Reliable, punctual and rarely absent
- Able to make reliable judgments when handling work problems and to use common sense, logic, and critical thinking
- Able to generate new ideas, take corrective action, or make improvements; self-motivated
- Able to work well with others to meet departmental objectives
- Versatile; willing to perform related job functions and assignments
- Able to keep a clean and orderly workspace and to follow safety procedures

### **3. Physical Demands:**

- Required to frequently sit or stand for extended periods
- Required to occasionally walk for extended periods
- Required to occasionally lift/move objects in excess of 25 pounds
- Required to have visual, hearing, and learning capabilities sufficient to perform all functions defined above

### **4. Environment and Scheduling**

- Work generally is performed during standard business hours, Monday through Friday
- Employee must be flexible and available to work evening and weekend hours when necessary
- Work is performed in manufacturing, warehouse, and office settings
- Work involves frequent exposure to noise, dust, and non-toxic chemicals

## **EMPLOYER'S RIGHTS**

This description is intended to describe the essential job functions, the general supplemental functions, and the essential requirements for the performance of this job. It is not an exhaustive list of all duties, responsibilities and requirements of a person so classified. Management retains the right to add to or change the duties at any time.