## Expert Opinion Letter (Confidential)

Analysis of Positional Requirements

Evaluator: Jeffrey Siekpe-Sambo

Evaluator Info: Professor

Department of Business Information Systems, Tennessee State

University

**EDUCATION**

* Ph.D. The University of Texas-Pan American (now UT-Rio Grande Valley (2003) International Business & MIS
* MBA. The University of Texas-Pan American (now UT-Rio Grande Valley (1999)
* MS. (Cand Scient) Norwegian University of Science and Technology (1997) Environmental Chemistry
* BSc. University of Science and Technology (1992) Chemistry

**PROFESSIONAL HISTORY**

* Professor, Department of Business Information Systems, (July 2021 - Present)
* Professor & Chair, Department of Business Information Systems, (July 2012 – June 2021)
* Associate Professor, (September 2008 – August 2014)
* Assistant Professor, Tennessee State University (January 2004 - August 2008)
* University of Texas-Pan American, TX (January 2003 - December 2003)
  + Lecturer, University of Texas-Pan American, TX (January 2003 - December 2003)
  + Research Assistant/Graduate Assistant, University of Texas, Pan American (1999 - 2002)
  + Local Area Network Administrator, College of Business Administration (1997 - 1999)
* University of Ghana, Legon
  + Lab Technician, Department of Soil Science, University of Ghana, Legon (1985-1989)

**OTHER PROFESSIONAL EXPERIENCE**

* Established New Interdisciplinary Undergraduate Program in Business Data Analytics
* Restructuration of the Department Curriculum from traditional course delivery to online and interactive delivery modes.
* Created concept and vision for high-school and community colleges program within Information Systems disciplines as the guiding principle of our Departmental Strategic Vision
* Developed new Departmental partnerships with industry; Dell, Deloitte, HCA, TN Lottery, Microsoft, Johnson Controls
* Catalyzed new initiative with industry partners to form Advisory Board to support the objectives in curriculum development, professional development, student placement, and scholarship funding
* Develop Departmental assessment guidelines and standards to match AACSB accreditation standards
* Implemented communal/service learning in partnership with Nashville hands-on
* Co-Principal Investigator and chief architect of $3 million in external funding for the Departments of Computer Science BIS in establishing the EBM Enterprise Center

**HONORS & AWARDS**

* 2004: Globalization Seminar. Center for International Business Education and Research Award, TN, Memphis.
* 2004: John A. Howard AMA TechSIG Award for Best Doctoral Dissertation.

**Department of Homeland Security**

Citizenship and Immigration Services

As Professor and Chair of the Department of Business Information Systems at Tennessee State University, I, Jeffrey Siekpe-Sambo, bring over two decades of experience in business analytics, project management, and information systems. My career has focused on both teaching and mentoring in areas that are fundamental to modern project management and business analytics, including enterprise systems, strategic planning, and data analysis. Over the years, I have worked closely with industry partners to develop curricula and practical training programs that ensure students and professionals alike are equipped with the highly specialized skills required in roles that intersect with technology, data management, and complex business processes.

This letter serves to provide an expert assessment of the Project Management Specialist position offered to Feng Tian by Yihe Investment Inc. Specifically, I aim to evaluate whether this role meets the qualifications for a specialty occupation as defined by USCIS guidelines. Given my background, including extensive work in project management, business information systems, and the integration of analytics into decision-making processes, I am well-acquainted with the specialized knowledge and academic foundation that positions such as these typically require. The role in question demands expertise in project planning, resource management, risk analysis, and performance monitoring—areas that rely not only on theoretical knowledge but also on practical application of complex project management and analytical methodologies. In my experience, these competencies are cultivated through rigorous academic training, often at the graduate level, in fields such as business information systems, project management, or business analytics.

Based on my understanding of the industry and the detailed responsibilities associated with Feng Tian’s role, I am confident in my ability to objectively evaluate the specialized nature of this position and its alignment with the standards of a specialty occupation.

Feng Tian’s responsibilities at Yihe Investment Inc., as defined by the position’s scope, are deeply integrated with project planning, resource management, risk assessment, and performance monitoring—areas that inherently demand specialized knowledge. Each of these core functions requires not only theoretical understanding but also practical application of advanced project management principles, financial analysis, and analytics skills, which are cultivated through formal academic training and professional experience in business analytics. Feng Tian’s position necessitates a sophisticated grasp of complex methodologies, including the application of project management software, financial modeling, and data-driven decision-making tools, underscoring the need for a higher educational background in these specific fields.

The role further involves strategic resource allocation, stakeholder communication, and quality control—competencies that are vital for effective project oversight in a modern business environment and typically demand a bachelor’s degree or higher in fields like Project Management, Business Administration, or Business Analytics. Given the job requirements and the specialized skills needed to execute the responsibilities efficiently, the Project Management Specialist role offered to Feng Tian aligns with the general industry standards for similar positions. It is thus our expert opinion that this position fulfills the criteria of a specialty occupation, as it necessitates highly specialized knowledge that can only be acquired through advanced educational and professional training.

This professional opinion is based solely on the information provided to me, combined with my educational background, professional experience, and expert judgment.

**Overview of the Project Management Specialist Role in the Industry**

The Project Management Specialist position within the industry is recognized as a highly specialized role requiring a sophisticated blend of strategic oversight, technical expertise, and advanced knowledge across multiple facets of project management. It serves as a cornerstone in guiding projects from inception through completion, ensuring that each phase aligns seamlessly with an organization’s broader objectives, budget constraints, and timelines. Typically embedded in industries with complex operational and analytical workflows—such as finance, information technology, logistics, and business consulting—a Project Management Specialist must command project management principles and methodologies while also making data-driven decisions that respond to evolving project needs and objectives.

At its core, the role demands proficiency in developing detailed project plans that encompass scope, objectives, and critical success metrics. This includes creating comprehensive timelines and strategies for resource allocation, anticipating key milestones and deadlines to maintain project momentum. Project Management Specialists are expected to decompose each project phase into actionable tasks, strategically sequencing these tasks to avoid bottlenecks and ensure seamless transitions between stages. This level of planning necessitates a foundational understanding of project scheduling techniques, as well as fluency in project management tools—such as Microsoft Project, Asana, or Smartsheet—that allow for real-time visualization and tracking of progress. In high-stakes environments, proficiency with such tools enables specialists to monitor dependencies, set realistic timelines, and make proactive adjustments to account for any shifts in project scope or resource availability.

Resource management is another critical component of the Project Management Specialist role, requiring the ability to identify, evaluate, and deploy the appropriate personnel, tools, and technologies to meet specific project goals. Specialists assess the skills and availability of team members, pairing individuals with tasks that align with their strengths and expertise. This duty demands in-depth knowledge of team dynamics and the skill to optimize resources across multiple, often competing, project needs. The selection and deployment of essential tools—whether project management software, communication platforms, or specialized data analysis applications—are crucial to enhancing productivity and facilitating collaboration among stakeholders.

In addition, the role requires a high level of expertise in risk management, as Project Management Specialists often conduct comprehensive risk assessments at the project outset to identify potential issues that could affect timeline, budget, or scope. This process involves examining internal factors such as resource availability and team capacity, alongside external variables, including market conditions and supply chain dependencies. Specialists must develop proactive risk mitigation strategies and formulate contingency plans that enable projects to adapt to unforeseen disruptions without compromising core objectives. This expertise calls for a deep understanding of risk analysis tools and methodologies, such as SWOT analysis or risk matrices, alongside the communication skills necessary to articulate these strategies to stakeholders, ensuring the entire team is prepared for contingencies.

A critical aspect of the Project Management Specialist’s role involves setting and tracking Key Performance Indicators (KPIs) to assess project progress and success. This responsibility requires advanced analytical skills to identify relevant metrics, such as on-time delivery rates, budget adherence, and resource utilization rates, which collectively define project success. Project Management Specialists utilize these KPIs to perform regular reviews, comparing actual performance against benchmarks and making real-time adjustments to keep projects aligned with organizational goals. This continuous monitoring is essential to ensuring that projects are completed within scope, on time, and within budget.

Strong communication skills are indispensable for Project Management Specialists, as they serve as the central point of contact among various stakeholders, coordinating updates on project status and addressing any changes in project parameters. The specialist’s ability to convey complex project details in an accessible format ensures alignment across teams, preventing misunderstandings and fostering a collaborative environment. This role requires robust verbal and written communication skills to convey project status, expectations, and potential challenges effectively.

Finally, Project Management Specialists are responsible for maintaining rigorous quality control standards across all project outputs, applying benchmarks to ensure that deliverables meet or exceed organizational and client expectations. This aspect of the role requires knowledge of quality assurance practices and meticulous evaluation skills, ensuring that deliverables are consistent with organizational standards and project specifications. Specialists often document these quality checks, creating a record that can serve as a reference for continuous improvement in future projects.

The Project Management Specialist role demands specialized knowledge in project planning, resource management, risk mitigation, KPI monitoring, stakeholder communication, and quality control. These skills are typically developed through advanced educational programs in project management, business administration, or business analytics, along with hands-on experience managing complex projects. The high level of technical proficiency and strategic insight required for this position underscores its status as a specialized occupation, as it requires not only a foundational understanding of project management principles but also the ability to think analytically, solve problems proactively, and adapt to dynamic project requirements.

The Project Management Specialist position indeed demands a solid foundation in project management principles, often necessitating a bachelor's degree or higher in fields like business administration, project management, or related technical areas. The industry’s preference for candidates with such academic credentials highlights a clear understanding that formal education serves as a structured and comprehensive pathway for acquiring essential skills in project management. However, it is worth noting that while many organizations like [Boeing](https://www.glassdoor.com/job-listing/project-management-specialist-3-contract-boeing-JV_IC1146779_KO0,40_KE41,47.htm?jl=1009437690767&cs=1_a0ac091f&s=58&t=SR&pos=117&src=GD_JOB_AD&guid=00000192fcd3da66a961866813ca0f12&uido=BA7A491104E69F1A26B9CB58D38AA6A1&jobListingId=1009437690767&ao=1136043&vt=w&jrtk=5-yul1-0-1ibud7mnom91f800-f201d30062c5bff5&cb=1730818596018&ctt=1730818747244) and [Honeywell](https://www.glassdoor.com/job-listing/project-management-specialist-ii-honeywell-JV_IC1133878_KO0,32_KE33,42.htm?jl=1009484325163&cs=1_63a3d365&s=58&t=SR&pos=222&src=GD_JOB_AD&guid=00000192fcd7a58890f8847697bb3487&uido=BA7A491104E69F1A26B9CB58D38AA6A1&jobListingId=1009484325163&ao=1136043&vt=w&jrtk=5-yul1-0-1ibudf9eugc3s802-bdbbc2c91d1b2aa0&cb=1730818844648&ctt=1730818930366) express a clear preference for candidates holding a bachelor’s degree, there is sometimes flexibility in accepting candidates with equivalent practical experience or specialized certifications. This variation underscores a recognition within the industry that while formal education is foundational, hands-on experience and professional certifications, such as the Project Management Professional (PMP), can also build core competencies relevant to the role.

The duties associated with a Project Management Specialist, which include overseeing project timelines, managing resources, coordinating with stakeholders, and assessing project risks, demand specialized technical and analytical skills typically acquired through higher education. Job postings from companies such as [GE Power](https://www.glassdoor.com/job-listing/project-management-specialist-remote-eligible-us-ge-power-portfolio-JV_KO0,48_KE49,67.htm?jl=1009498476047&cs=1_e34f2096&s=58&t=SR&pos=102&src=GD_JOB_AD&guid=00000192fcd3da66a961866813ca0f12&uido=BA7A491104E69F1A26B9CB58D38AA6A1&jobListingId=1009498476047&ao=1136043&vt=w&jrtk=5-yul1-0-1ibud7mnom91f800-6b3b2a612f0ff6b4&cb=1730818596014&ctt=1730819080057) and [ERMCO-ECI](https://www.glassdoor.com/job-listing/it-project-management-specialist-ermco-eci-JV_KO0,32_KE33,42.htm?jl=1009497909703&cs=1_c42d4153&s=58&t=SR&pos=230&src=GD_JOB_AD&guid=00000192fcd7a58890f8847697bb3487&uido=BA7A491104E69F1A26B9CB58D38AA6A1&jobListingId=1009497909703&ao=1136043&vt=w&jrtk=5-yul1-0-1ibudf9eugc3s802-e61d98e6d71714a9&cb=1730818844649&ctt=1730818965518) reflect this by preferring candidates who bring both academic qualifications and industry experience. Such requirements are driven by the technical complexity of project management, which extends beyond basic oversight and necessitates an understanding of analytical methodologies, project scheduling techniques, and data interpretation skills. For instance, creating accurate project plans, conducting risk analyses, and setting measurable Key Performance Indicators (KPIs) are all tasks that align with the knowledge gained through dedicated project management or business programs.

While professional certifications like the PMP add significant value, they are generally viewed as complementary rather than essential substitutes for formal academic training. A degree program provides broad foundational knowledge, covering project management frameworks, risk mitigation strategies, quality assurance, and operational efficiencies. For many organizations, this breadth of knowledge is critical, particularly in roles that demand a balance of strategic planning and analytical oversight. Companies such as [Legend Biotech](https://www.glassdoor.com/job-listing/quality-project-management-specialist-legend-biotech-us-JV_IC1126955_KO0,37_KE38,55.htm?jl=1009509270339&src=GD_JOB_AD&uido=BA7A491104E69F1A26B9CB58D38AA6A1&ao=1136043&jrtk=5-yul1-0-1ibud7mnom91f800-1faea298208faf46&cs=1_04846d77&s=58&t=SR&pos=111&guid=00000192fcd3da66a961866813ca0f12&jobListingId=1009509270339&ea=1&vt=w&cb=1730818596018&ctt=1730818713216) and [Lifepoint Health Support Center](https://www.glassdoor.com/job-listing/project-management-specialist-lifepoint-health-support-center-JV_IC1144496_KO0,29_KE30,61.htm?jl=1009498015872&cs=1_66154cc2&s=58&t=SR&pos=228&src=GD_JOB_AD&guid=00000192fcd7a58890f8847697bb3487&uido=BA7A491104E69F1A26B9CB58D38AA6A1&jobListingId=1009498015872&ao=1136043&vt=w&jrtk=5-yul1-0-1ibudf9eugc3s802-68ece82fcf6c1860&cb=1730818844649&ctt=1730818961091) emphasize a degree as the primary qualification, highlighting that although certifications lend credibility, they do not replace the structured, in-depth education typically offered by formal degree programs.

The complexity of the responsibilities associated with a Project Management Specialist role further underscores the preference for a bachelor’s degree. The analytical demands and technical challenges involved in project planning, risk management, KPI tracking, and stakeholder coordination make a strong case for the need for formal education. These tasks are multifaceted and require not only a comprehensive understanding of project management principles but also proficiency in project management software, resource allocation, and data-driven decision-making. Feng Tian’s academic training aligns well with these rigorous standards, as her education has provided her with both theoretical knowledge and the practical skills necessary for successfully navigating the demands of the Project Management Specialist role. This combination of structured learning and practical application highlights why a bachelor’s degree is regarded as the preferred qualification, reinforcing her readiness to meet the complex requirements of the position effectively.

**Analysis of the Specific Duties for Feng Tian’s Role**

In examining the specific duties assigned to Feng Tian in her role as a Project Management Specialist, it is evident that each responsibility requires specialized knowledge and technical expertise commonly acquired through academic training in project management, business analytics, or finance. Yihe Investment Inc. outlines a set of complex tasks for this position, including project planning, resource allocation, performance tracking, risk assessment, and quality control. Each of these tasks requires advanced knowledge, often associated with at least a bachelor's degree, and ideally reinforced through courses that focus on project analytics, financial modeling, and operational management.

One of Feng Tian’s primary responsibilities is to develop detailed project plans, which goes beyond simple scheduling to encompass defining project scope, setting key milestones, and managing budgets. This sophisticated level of planning requires familiarity with project management frameworks such as Gantt charts and critical path methods, as well as proficiency with project management software like Microsoft Project or Asana. Feng Tian’s coursework in Project Management, completed as part of her Master of Science in Project Management at New York University, directly correlates to this responsibility by providing both the theoretical foundations and practical applications of these complex planning techniques. Such academic training equips her with the necessary skills to structure and guide projects toward strategic goals effectively.

The position also demands high-level resource allocation capabilities, requiring Feng Tian to identify, assess, and deploy personnel and tools suited to specific project needs. This task involves not only understanding resource availability and optimizing personnel assignments but also managing tools and technologies to maximize efficiency. Academic courses in Operational Analytics, taken as part of her studies in Business Analytics at Trine University, reinforce these skills by offering training in resource optimization and team dynamics. Such knowledge is critical for executing this responsibility at a level that meets industry standards.

Additionally, Feng Tian is responsible for monitoring project performance by tracking key performance indicators (KPIs) and providing updates to stakeholders, tasks that necessitate proficiency in data analytics. Monitoring KPIs requires analytical skills to interpret performance data, identify trends, and make real-time adjustments. Her coursework in Analytics Software & Tools has provided her with the skills to use industry-standard software such as Tableau or Excel for advanced data analysis, enabling her to measure progress effectively and translate data insights into actionable project updates. Through rigorous training in data visualization and decision-making frameworks, Feng Tian has gained the skills necessary to assess and adjust project performance to ensure alignment with organizational objectives.

Risk management is another crucial element of Feng Tian’s role, requiring her to conduct risk assessments, develop mitigation strategies, and implement contingency plans. Such tasks are advanced in nature, necessitating a robust understanding of risk analysis techniques, including SWOT analysis and scenario planning, which are commonly covered in graduate-level project management courses. Her studies in Project Risk Analysis at NYU provided her with a structured approach to identifying, analyzing, and addressing potential project risks, ensuring project continuity despite unforeseen disruptions. These responsibilities require a level of specialized skill and critical thinking that is typically acquired only through targeted academic training.

Moreover, the role involves quality control duties, necessitating that Feng Tian ensures project deliverables meet specific standards. Her background in Financial Modeling and Quality Assurance complements this responsibility, equipping her with the analytical tools to maintain project integrity and implement quality benchmarks that align with Yihe Investment Inc.’s standards. Such specialized skills, developed through dedicated coursework, further highlight the complexity of the Project Management Specialist role and its alignment with the requirements of a specialty occupation.

The duties of Feng Tian’s role as Project Management Specialist demand a combination of project management, financial analysis, and data-driven decision-making skills. Each responsibility is closely aligned with competencies typically developed through formal education in related fields. Feng Tian’s academic training provides her with a structured foundation for executing these tasks, reinforcing the specialized nature of this position. These factors collectively underscore the position as a specialty occupation, necessitating an advanced degree or focused study in project management and analytics to meet the demands of the role effectively.

**Educational Requirements for Comparable Roles**

In the field of project management, a bachelor’s degree in a relevant discipline such as business administration, project management, or business analytics is commonly viewed as a standard educational foundation for positions like that of a Project Management Specialist. This standard exists because project management roles require a deep understanding of both the technical and strategic aspects of managing complex projects, which are skills cultivated through dedicated academic coursework. For example, foundational courses in business administration cover essential principles in organizational behavior, resource management, and financial planning, all of which are critical for project oversight. Moreover, specialized project management programs introduce students to project lifecycle methodologies, risk assessment frameworks, and quality control practices, which are necessary for successful project execution and are often first acquired in a formal academic setting.

Industry norms further reinforce the expectation for a bachelor’s degree as a minimum qualification. Project management positions, particularly those within structured organizations or industries like finance, healthcare, and engineering, require professionals who can navigate intricate project plans, manage cross-functional teams, and align project goals with organizational objectives. A formal education provides candidates with the analytical and problem-solving skills necessary to perform in these demanding environments. It is widely understood that project management roles are not merely administrative but involve a range of competencies that include strategic planning, data analysis, and stakeholder communication. These competencies are most effectively cultivated through structured learning experiences found in bachelor’s and, increasingly, master’s programs, where students learn to apply theoretical frameworks to real-world scenarios.

Professional standards within project management further highlight the degree requirement for roles of this nature. Organizations such as the Project Management Institute (PMI) emphasize the importance of formal education in building a foundation for effective project leadership. While certifications like the Project Management Professional (PMP) designation can augment one’s credentials, they are generally considered supplementary to a bachelor’s degree. Certification programs often assume foundational knowledge and focus on refining specific skill sets rather than providing the broad-based education needed to manage all aspects of a project. Thus, while certifications add value, they do not replace the comprehensive training that a bachelor’s degree offers.

For a role like Feng Tian’s, the bachelor’s degree standard reflects both industry expectations and the operational complexity inherent in the position. With responsibilities that span project planning, resource allocation, and risk management, this position requires a level of specialized knowledge that is typically gained only through higher education. The Project Management Specialist role not only demands technical skills but also a nuanced understanding of business dynamics and cross-functional collaboration—skills that are most commonly developed through formal study in a related academic field.

Furthermore, the responsibilities assigned to Feng Tian as a Project Management Specialist align closely with those typically associated with roles requiring specialized educational credentials, specifically in fields such as project management, business administration, or business analytics. Her duties encompass complex tasks that demand both technical and strategic insights, which are typically acquired through structured academic training. Each core responsibility—from project planning and resource management to risk assessment and quality control—requires a nuanced understanding of methodologies, analytical tools, and theoretical principles that are integral to project management disciplines.

Project planning, for instance, is central to Feng Tian’s role and involves defining the project’s scope, establishing milestones, and managing resources effectively. These tasks cannot be executed adequately by individuals without a specialized background, as they require an understanding of project lifecycle methodologies, such as Agile or Waterfall, and proficiency with project management software. Such tools and methodologies are taught in dedicated project management or business programs where students learn to design detailed project plans, analyze critical paths, and anticipate resource requirements. Without this training, it would be challenging to ensure that projects align with an organization’s strategic goals and meet operational demands.

Another critical area in her role is resource allocation, which involves assessing team capabilities, distributing tasks, and deploying tools to enhance efficiency. This responsibility demands a background in both organizational behavior and resource optimization, competencies commonly covered in business administration or project management courses. These academic programs provide a structured understanding of team dynamics and asset utilization, equipping professionals with the skills necessary to allocate resources effectively and avoid bottlenecks. Someone without this educational foundation would likely lack the analytical skills to evaluate resource requirements comprehensively or the theoretical background to implement these strategies in alignment with best practices.

Risk management is yet another key responsibility that demonstrates the necessity of specialized training. This area requires the ability to identify potential project risks, analyze their impact, and develop contingency plans. Techniques such as risk matrices, SWOT analysis, and scenario planning—standard practices within risk management—are typically introduced in higher education courses related to project management and business analytics. Without formal training in these methodologies, it would be challenging to anticipate risks accurately and devise effective mitigation strategies. This element of Feng Tian’s role underscores the importance of formal education in building a foundation for strategic thinking and problem-solving, both of which are vital in managing complex projects.

Also, her role involves quality control and ensuring that project deliverables meet specific standards. This task requires not only attention to detail but also a solid understanding of quality management principles, such as Six Sigma or Total Quality Management (TQM), which are often included in advanced project management programs. Formal coursework in these areas provides essential frameworks and analytical tools that enable a Project Management Specialist to maintain rigorous quality standards. A lack of academic background in these areas could lead to oversights in quality assurance, potentially compromising the project’s success and failing to meet organizational expectations.

Feng Tian’s responsibilities reflect a level of complexity and specificity that cannot be effectively managed by someone without a specialized background. The specialized nature of her tasks requires a foundational understanding of project management theories and techniques, data analytics, risk assessment, and quality control—skills typically gained through a formal educational program. These responsibilities align with roles in the industry that commonly require a bachelor’s degree or higher, underscoring that such tasks are best handled by individuals with dedicated academic and practical training.

**Evaluation of Yihe Investment Inc.’s Stated Requirements**

Yihe Investment Inc. has established specific educational requirements for the Project Management Specialist role offered to Feng Tian, which include a minimum of a bachelor’s degree in a relevant field such as project management, business administration, or business analytics. This requirement is consistent with industry practices and aligns with the general expectations for positions involving comparable responsibilities and technical demands. Project Management Specialist roles require a sophisticated skill set that encompasses technical project planning, data-driven decision-making, stakeholder coordination, and risk management. These tasks demand analytical capabilities, familiarity with advanced project management tools, and an understanding of strategic business principles—competencies that are typically cultivated through a structured academic program at the undergraduate level or higher.

In the project management industry, it is widely understood that effective management of complex projects requires a solid academic foundation, often in disciplines directly related to business and project management. Companies across diverse sectors, including finance, technology, and manufacturing, commonly set a bachelor’s degree as a minimum qualification for project management positions, recognizing that these roles demand both theoretical knowledge and practical application skills. The educational requirement specified by Yihe Investment Inc. aligns with this industry standard. For instance, similar companies in the industry often emphasize that the technical nature of project planning, resource allocation, and performance monitoring calls for formal training that is typically only obtained through higher education. This expectation reflects an industry-wide recognition that successful project management relies on a combination of analytical reasoning, organizational skills, and strategic insight—attributes reinforced by formal academic programs.

Moreover, Yihe Investment Inc.’s requirement for a bachelor’s degree corresponds with the competencies needed for project roles that demand proficiency in data analysis, quality assurance, and resource optimization. In similar roles, companies expect candidates to possess not only technical project management skills but also the capacity to handle specialized tasks such as financial modeling, KPI tracking, and quality control—each of which requires advanced knowledge typically gained through academic coursework. A bachelor’s degree in a relevant field provides the foundational skills necessary for understanding project lifecycles, resource allocation, and risk management frameworks, all of which are critical to the Project Management Specialist role. Yihe Investment Inc.’s stated requirement of a bachelor’s degree ensures that candidates possess the specialized knowledge and analytical abilities that are essential for maintaining project efficiency, achieving deliverables on time, and meeting company standards.

The consistency of Yihe Investment Inc.’s educational requirements with industry norms further supports the categorization of the Project Management Specialist role as a specialty occupation. The position requires more than general administrative skills; it involves a level of complexity that demands in-depth technical knowledge and strategic planning capabilities. In comparable organizations, project management roles often require candidates with academic training in disciplines that provide comprehensive exposure to both the theoretical and practical aspects of project oversight. This industry standard underscores that a bachelor’s degree is not only preferred but necessary to effectively manage the multifaceted responsibilities assigned to such roles.

Yihe Investment Inc.’s stipulation of a bachelor’s degree for the Project Management Specialist role offered to Feng Tian aligns with established industry practices and reflects the technical and analytical demands of the position. The company’s educational requirement is in keeping with the broader expectations for project management roles that require specialized knowledge in resource allocation, risk assessment, and quality control. This criterion helps ensure that candidates are equipped with the foundational skills and theoretical frameworks needed to perform effectively within the complexities of modern project management, supporting the conclusion that this role qualifies as a specialty occupation based on prevailing industry standards.

**Conclusions**

In conclusion, my assessment affirms that the Project Management Specialist role offered to Feng Tian by Yihe Investment Inc. aligns squarely with the standards and expectations for specialty occupations within the project management industry. The duties of this role are characterized by their complexity, requiring an intricate understanding of project planning, resource allocation, risk management, and quality assurance. These responsibilities demand not only technical proficiency but also strategic insight, analytical abilities, and familiarity with project management methodologies, all of which are cultivated through formal academic training. Given the specialized knowledge and skill sets necessary to perform these duties effectively, it is my professional opinion that this role should indeed be classified as a specialty occupation.

The industry standards for comparable positions in project management consistently emphasize a minimum of a bachelor’s degree in relevant fields, such as business administration, project management, or business analytics. Positions involving similar responsibilities and levels of technical expertise commonly expect candidates to possess formal academic credentials that cover key areas of project lifecycle management, stakeholder communication, and data analysis. Yihe Investment Inc.’s requirement of a bachelor’s degree reflects this industry standard, underscoring that the role’s tasks are not routine or general in nature but require a depth of specialized knowledge only achievable through dedicated education. My experience in the field has shown that positions with the technical demands and analytical rigor associated with the Project Management Specialist role are rarely, if ever, filled by individuals without a structured educational background in the relevant disciplines.

Furthermore, the hiring criteria set forth by Yihe Investment Inc. are in full alignment with the qualifications typically expected within the industry for roles of this nature. The company’s specification of a bachelor’s degree as a baseline requirement ensures that individuals in this position possess both the theoretical and practical foundations essential for successful project management. This educational prerequisite enables professionals like Feng Tian to handle the intricate project requirements, from developing comprehensive plans and managing cross-functional teams to tracking performance metrics and maintaining rigorous quality standards. Such complex and high-stakes responsibilities demand a level of expertise that is only achievable through a combination of academic training and, in some cases, relevant certification. The emphasis on a bachelor’s degree is not merely a preference but a necessity to meet the technical, strategic, and analytical demands of the role.

In my expert opinion, the Project Management Specialist position at Yihe Investment Inc., as designed and defined, exemplifies the qualities of a specialty occupation as outlined in USCIS guidelines. This role is fundamentally distinct from general administrative or support roles, as it necessitates a sophisticated skill set encompassing project planning methodologies, data-driven decision-making, and specialized risk management techniques. Yihe Investment Inc.’s hiring criteria, including the requirement of a bachelor’s degree in a related field, are consistent with industry practices and reflect the specialized nature of the role. Given these factors, I endorse that the Project Management Specialist position offered to Feng Tian meets the criteria for a specialty occupation, underscoring the company’s alignment with industry standards and supporting the validity of this classification.

The USCIS specifically states that any “position must meet one of the following criteria to qualify as a Specialty Occupation: *(1) a bachelor’s or higher degree or its equivalent is normally the minimum entry requirement for the position; (2) the degree requirement is common to the industry in parallel positions among similar organizations or, in the alternative, the position is so complex or unique that it can be performed only by an individual with a degree; (3) the employer normally requires a degree or its equivalent for the position; or (4) the nature of the specific duties is so specialized and complex that the knowledge required to perform the duties is usually associated with attainment of a bachelor’s or higher degree…”* See 8 CFR 214.2(h)(4)(iii)(A).

It is my opinion that this Mechanical Test Engineer position meets all the requirements and qualifies as a USCIS Specialty Occupation, and that the beneficiary, Feng Tian, is fittingly qualified for the position.

Please feel free to contact me if you have any questions or concerns.

Sincerely,

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Description automatically generated with medium confidence

Jeffrey Siekpe-Sambo, Ph.D.

Professor

Department of Business Information Systems

College of Business

November 5, 2024

References:

* Project Management Specialist Job Description [Updated for 2024]. https://interviewguy.com/project-management-specialist-job-description/.
* Project Management Specialists - U.S. Bureau of Labor Statistics. https://www.bls.gov/ooh/business-and-financial/project-management-specialists.htm.
* Project Management Specialist Job Description for 2024. https://resumehead.com/blog/project-management-specialist-job-description.
* What Does Project Management Specialist Do? - Western Governors University. https://www.wgu.edu/career-guide/business/project-management-specialist-career.html.
* https://www.youtube.com/watch?v=19vtHHKOXFQ.
* Project Management Education – PMI. https://www.pmi.org/learning/academic-research/academic-programs
* Business Administration and Project Management Degrees - U.S. News & World Report. https://www.usnews.com/education/online-education/business-administration-project-management
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