

# Draft Job Levels

Responsible for ...			People Leader	Individual Contributor
Level A	Executive Leadership	Jobs at this level provide strategic leadership and direction for the organisation as a whole.	Senior Leadership Team	
Level B	Strategic Direction		Director / Assistant Director	
Level C	Strategic Implementation	Jobs at this level act as the head of major function or department / division, making major and strategic (medium term) impact on the performance of the organisation. Work is complex and involves making a wide range of highly diverse decisions. A considerable amount of independent activity is required within the framework of organisational strategies and plans, and subject only to general	Heads of Service	
Level D	Tactical or Operational Management / Technical or Professional Expertise	Jobs at this level either manage a function or department within an operation or technical area; or are the main provider of professional advice and services in a key aspect of the organisations activities. The work is highly diverse. Activities are within broad policy frameworks.	Department Manager	Senior Professional II
Level E	Team Management / Advanced Technical or Professional Specialism	Jobs at this level manage certain operations within a function, or provide a professional service in a key area, or lead a small team of specialists. The work is diverse. Activities are within broad policy guidelines.	Senior Team Leader	Senior Professional I
Level F	Team Supervision / Technical or Professional Specialism	Jobs at this level may lead a small team of administrators or support workers, or provides a specialist/basic professional service. There is some diversity in role requirements. Activities are within specified policy and procedural guidelines.	Team Leader	Professional & Technical II
Level G	Process Supervision / Technical or Practice Specialism	Jobs at this level provide moderately complex administrative and support services. Work is generally standardised. Freedom to decide on methods and priorities is limited.		Professional & Technical I
Level H	Process or Direct Service Delivery	Jobs at this level provide basic and administrative support services. Work is largely prescribed and the freedom to act is fairly limited. Role requirements are clearly defined.		Vocational & Administrative