

Professional & Managerial Grade 9 promotion criteria

The criteria below set out what you need to do to demonstrate you meet the entry level to grade 9. Please address all of the criteria in section A and choose three of the criteria within section B.

Please read the document called Guidance for Promotion to Grade 9 before completing the application form.

Section A

Please describe how you meet **all** of the criteria in this section, using examples as appropriate.

A1	You set the direction for your area or specialism, developing the vision and strategic plan and facilitating effective working between teams
A2	You initiate, develop or lead groups or networks to generate ideas and influence events or decisions
A3	You determine the quality of service to be provided across your broad area of responsibility, put standards in place to achieve this and review to take account of changing internal requirements and external factors
A4	You make decisions that have a ongoing impact across a broad area
A5	You develop long term plans to deliver agreed strategic priorities across your area of responsibility, working across teams to identify the people and resources required
A6	You identify optimal solutions to complex problems where there are conflicting and wide ranging factors, anticipating the short and long term implications and the precedents that may be set
A7	You identify what research or analysis is required to investigate complex ideas or situations and ensure that any potential impact on related activities or issues are considered
A8	You share your knowledge and expertise to develop other team members
A9	You deliver training or briefings to share specialist knowledge with people outside your team, planning what you want them to learn and how you will deliver this

Section B

Please explain how you meet **three** of the seven criteria in this section, using examples as appropriate

B1	You are involved in decisions, which have a long term and significant impact on the University and our strategic goals
B2	Your involvement with groups or organisations beyond the University results in significant benefit to the institution and supports the achievement of our strategic objectives
B3	You initiate research into highly complex matters that span a range of areas or disciplines
B4	You are responsible for the health, safety and well-being of those across a broad or potentially hazardous area, monitoring the work environment and ensuring risk assessments are carried out and actions fulfilled
B5	You support the welfare of staff or students using University support mechanisms, referring on to specialist parties as appropriate
B6	You undertake staff reviews for the members of your team and use these to identify training needs and agree with the person how these could be met
B7	You determine the development plan for a broad area of responsibility, ensuring it aligns to strategic objectives

Notes for applicants: All staff are expected to operate in line with the University values and standards