



Career progression within a role

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VERSION 2.0

Using this model

• This model can be used in focus groups, workshops or as a discussion document.

It breaks down career progression within a role into five distinct stages.

• It is not all encompassing. As it is a general model that can be used to describe progression with any role, there will be other measures of performance relevant to your organisation and sector.



Career progression in one role

New in role

Learning

• Consistent delivery in role

Competent

- Demonstrates
 knowledge, skills
 and competencies
- and competencies required for the role

Stretching

- Reliable delivery in role
- Takes on projects or work beyond role
- Demonstrates some next level knowledge, skills or competencies
- Deputises for manager
- Coaching and training others

Excelling

- Strong delivery in role
- Leading next level work or projects
- Consistently demonstrating next level knowledge, skills and competencies
- Preparing for promotion and developing own successor(s)



- Not yet responsible for delivery
- First 100 days: taking on increased responsibility
- Inconsistent delivery
- Some gaps in experience, knowledge, skills and competencies for the role

We hope it helps!

We're here if you'd like to know more or have chat over a cuppa.

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