



Are you in a Professional & Administrative role?  
Thinking about your development?  
Thinking about your career?





# We've been listening ...

Culture & Engagement Survey

Job Families Focus Groups

Only 1 in 2 employees felt that they had a good idea of possible career paths within UCD

*'I don't know what other opportunities are available to me across UCD'*

*'I know where I want to get to, but I don't know the best path to take'*

*'I am not sure what skills and competencies I need to develop in order to move role'*



# ... and working on a Framework for UCD ...

## THE JOB FAMILIES FRAMEWORK WILL

Group and clearly describe roles that do similar work so that...

Applicants for roles in UCD see consistent language used to describe requirements and...

Learning and Development supports can be tailored





# ... and a Tool for you ...

THE CAREER & DEVELOPMENT PLANNING TOOL WILL

Provide visibility of the range of Professional and Administrative roles in UCD

Show Core Competencies and Proficiency Levels

Support career and development conversations





# Neither the **Framework** nor **Tool** will change

YOUR GRADE

YOUR JOB TITLE

YOUR JOB  
DESCRIPTION

YOUR TERMS &  
CONDITIONS



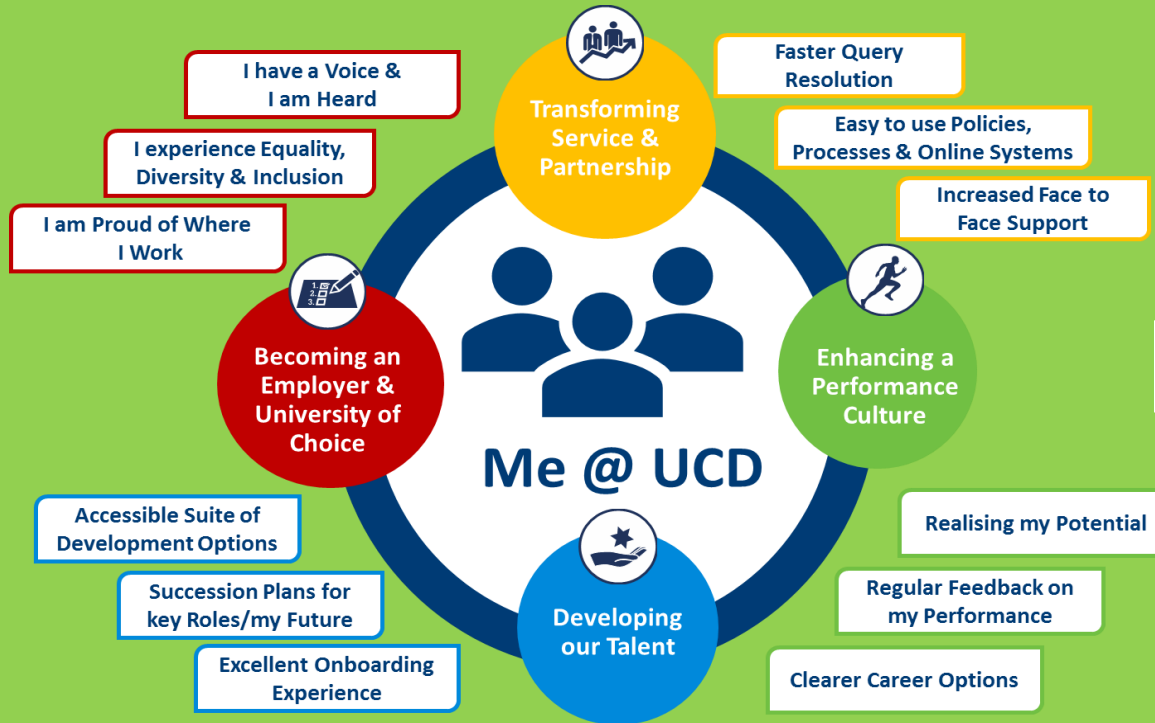


# So when is this happening?

The first phase of the Framework will be completed in March  
leading to  
the Career Planning Tool coming to you in April 2018



For more information:  
[Job Families on the HR Intranet](#) | [jobfamilies@ucd.ie](mailto:jobfamilies@ucd.ie)



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