

ROLE CONTRIBUTES (THROUGH)

Teaching & Learning Enterprise & Commercial Impact Leadership

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|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Work Domain | Assists the in operations. Identifies opportunities, contributes to funding/sustaining the service area | Designs and develops commercial solutions . Leads on the development of business within own area of responsibility and as per set individual targets (has own attributable share of income generation). Actively seeks sources of income and revenue. | Designs and develops more complex /high value commercial solutions . Leads more complex or tenders of significant scale. Leads on the development of new products of high commercial value. | Sets direction. Secures large complex team based projects. Leads the development of new products / the introduction of a knowledge transfer / learning and development activity or consultancy initiative of significant commercial value. |
| Sphere of Influence | Team member | Professional linkages at local and regional level and within professional bodies. Provides technical expertise, influences professional practice. | Is sought as a partner by executives / senior managers . Provides strategic and technical expertise, shapes professional practice. | Significant professional linkages at executive level and influence within professional bodies. Sought out by the profession, and senior executives in large complex organisations. |
| Expertise Focus | | | | |
| Teaching/Learning & Delivery | | | | ←→ |
| Enterprise & Commercial Impact | | | ←→ | ←→ |
| Leadership | | | | ←→ |
| | Practitioner Assistant | Practitioner | Senior Practitioner | Lead Practitioner |
| | Academic scale parallels | Lecturer BtB | Lecturer AtB | Senior Lecturer |
| Indicative Qualification / Professional Status | Typically a degree, professional qualification or equivalent professional experience (3+years) in a relevant subject Works under direction and supervision, assists on a scoped piece of work/administration/or research | Degree Experience 8-10 years in professional field Membership of Professional Body Institutional network & professional /regional reputation. | Chartered CIPD or equivalent. Relevant professional experience 10 -15 years Masters (desirable, not essential as evidence of income and commercial activity more critical) Sustained professional network and reputation | Masters or (PhD if desire to progress to Academic) Relevant professional experience 15+ years Chartered Fellowship Significant reputation in industry. |