


**Job Classification System**

International Civil Service Commission

**Post Rating Summary**

	Primary Characteristic of Work	Critical Competencies and Behaviours	Measures of Success
<b>Nature of Work</b>	Basic Conceptual Comprehension	Talent Growth	Engaging/ Developmental
	<u>Focus</u> Quality professional input plus taking corrective or adaptive action OR endorsing recommendations or revising quality of professional input.	<u>Scope</u> Either scope broad and depth restricted or scope restricted and depth considerable. Intricate. Pace, variety and demands normal.	
	<u>Deliverable</u> Definitive professional statement/Monitoring professional quality.	<u>Context</u> Calls for political awareness, agendas open and understood.	
<b>Enabling Environment</b>	Collaborative	Professional Development	Dynamic
	<u>Organizational Context</u> Organizational context provides for a high degree of operational leadership in a defined programme area. Policy issues and delivery are the primary focus of oversight.	<u>Exposure/Risk</u> Exposure/risk is limited to the highest levels in the team.	
	<u>Managerial Focus</u> Managerial focus is balanced between policy impact and facilitation of programme delivery.		
<b>Partnership</b>	Information Acquisition	Primary Responsive Capacity	Responsive
	<u>Engagement</u> Persuading and influencing in a generally non-contentious setting.	<u>Communities of Interest</u> Colleagues and collaborators broadly in the same field of work or immediately served clients.	
<b>Results</b>	Professional Team	Consistent Service Delivery	Dependable
	<u>Impact of Actions</u> Affect performance of systems, processes and team(s). Actions model corporate standards.	<u>Leadership Roles</u> Lead Worker  OR  Specialist	
<u>Actions</u>  Actions are any emanating product or service and can include (list of examples): decisions; recommendations; advice given; positions taken; steps taken; policies, programmes or procedures developed; inventions; principles, theories or concepts elaborated; agreements reached; research conducted; problems resolved; experiments conducted etc.  <i>Additionally actions include the conduct of the individual in carrying out work in the context of serving as a role model for</i>			

*colleagues and clients.*

Points	CCOG	Post Number	Title	Grade	Old Grade
1180			Senior Process Design Specialist	P2	

**Comments :**

**Scoring Base :NMS**

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