

Job Classification System

International Civil Service Commission

**Post Rating Summary**

	Primary Characteristic of Work	Critical Competencies and Behaviours	Measures of Success
Nature of Work	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.	
Enabling Environment	Collaborative	Professional Development	Dynamic
	<u>Organizational Context</u> Organizational context is layered with both substantive, policy and process review characteristic of the controls provided.	<u>Exposure/Risk</u> Exposure/risk is shared in the substantive design; delivery and policy direction authority is still centralized in team management.	
	<u>Managerial Focus</u> Managerial focus provides for both substantive oversight and programme facilitation.		
Partnership	Counterpart Engagement	Reliability	Demonstrable Value
	<u>Engagement</u> Consulting and exchanging/ explaining information.	<u>Communities of Interest</u> Collaborators, counterparts and service providers in functional area both in and outside the organization.	
Results	Personal	Basic Substantive Deliverable	Timely
	<u>Impact of Actions</u> Affect delivery of discrete products / services and reflect on competence of incumbent. Actions meet corporate standards for professional delivery/behaviour.	<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.			

Additionally actions include the conduct of the individual in carrying out work in the context of serving as a role model for colleagues and clients.

Points	CCOG	Post Number	Title	Grade	Old Grade
1105			Social Impact Specialist (anthropology)	P2	

Comments :

Scoring Base :NMS

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