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General Service

Job Evaluation System

International Civil Service Commission

Post Rating Summary

Scoring Base : NMS

Title :	Magasinier
Post Number :	
CCOG :	
Type :	new
Grade :	G4 at the 54th Percentile
Points :	340
Old Grade :	

Comments :

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Magasinier			new	G4 at the 54th Percentile	340	

Nature of Work (Factors : 3/iii/c)

Primary Characteristics of Work	Critical Competencies and Behaviours	Measures of Success
Process Specialized	Organizational Knowledge/ IT creative	Complete Process Delivery

- Focus:** Work involves delivering specialized support activities/processes requiring evaluation, comparison and choice of action from many different alternatives.
- Deliverable:** Specialized Support
- Scope:** Either scope and depth moderate, or scope limited and depth substantial, or scope substantial and depth limited.
Issues require considerable interpretation of the subject matter.
Or
Exposure to potentially serious physical/health risks.
- Knowledge/Skills/Expertise:** Knowledge of the essential elements of a technical or administrative field of work and of work flow in the organizational unit.
AND/OR
Work requires basic operation of complex or specialized equipment.
Knowledge attained through considerable experience, training or self-study is required. Proficiency/experience in applying established elements of the discipline, including the required tools.

Organizational Environment (Factors : 6/e)

Primary Characteristics of Work	Critical Competencies and Behaviours	Measures of Success
Technical Support	Unit Efficiency	Technically Competent

- Organizational Context:** Organizational context is structured with limited independence in assignment performance. Either work itself provides close control or regular reviews for accuracy/precision are characteristic of oversight.
- Managerial Guidance Received:** Supervision received provides developmental & technical support & focuses on quality of process execution.

Teamwork and Relationships (Factors : 11/i/i)

Primary Characteristics of Work	Critical Competencies and Behaviours	Measures of Success
Basic Information Exchange	Basic Information Access	Clear Process Engagement

- Engagement:** Providing assistance involving the exchange of routine information and limited discussion.
- Contacts:** Colleagues in the same organizational unit and associates and immediately served clients in other organizational units and/or outside of the organization.
- Languages:** Usage of 1 language

Results (Factors : 14/k)

Primary Characteristics of Work	Critical Competencies and Behaviours	Measures of Success
Limited Immediate	Basic Intent	Available

- Impact of Actions:** Affect the delivery of discrete support activities/processes with impact generally on incumbent's immediate organizational unit or immediate client served.
- Team Roles:** Participates as a team member in a collaborative environment within a diverse workforce. May explain or demonstrate work functions or processes to other employees who join the work group for a short period of time.