

Job Family Career Development Guide: Professional Level 6

The purpose of the Job Family Career Development Guide is to help employees and supervisors quickly identify competencies and skills required for success at a designated career stream level. If you are currently employed at the above level, or aspire to someday work at this level, **complete the following steps**.

1. Review the Competency Summary table below and mark your level of experience and training, from your perspective, and ask that your supervisor do the same. This will help you to identify developmental opportunities.
2. Reference the Development Dimension table below for potential development ideas and paths.
3. Upload your development plan into SuccessFactors ([watch how-to video](#)).

Competency Summary	Experience and Training		
	Limited Experience and/or Training	Moderate Experience and/or Training	Extensive Experience and/or Training
1. Organizational Impact Establishes and implements critical strategies and operational plans for the area of responsibility, with impact on the achievement of area results. Focus is on mid- to long-term strategies (e.g., 3 – 5 Years) to achieve operational and/or strategic results, which may require substantial development of new processes, standards or operational plans to achieve strategies.			
2. Leadership and Talent Management Responsible for providing guidance, coaching and training to other employees across the company within area of expertise. Typically responsible for managing large, complex project initiatives of strategic importance to the organization, involving large cross-job family teams.			
3. Problem Solving and Complexity Problems and issues faced are frequently complex and multi- dimensional, requiring broad-based consideration of variables that impact multiple areas of the organization. Extensively analyzes problems to seek understanding of the underlying issue and root cause of the problem. Has responsibility for improving upon existing processes and systems using significant conceptualizing, reasoning and interpretation. Solutions are cutting-edge, and achieved through collaboration and dialog with other experts in the field.			
4. Communication & Influencing Others Communicates with parties within and outside of own area, and typically has responsibilities for communicating with parties external to the organization. Typically negotiates and compromises to convince internal and external parties to accept concepts, practices and approaches of the area. Requires ability to communicate with senior executive leadership regarding matters of strategic importance to the organization. Frequently conducts briefings to senior leaders both within and outside of the area.			
5. Knowledge and Experience Requires highest knowledge and mastery of multiple areas typically obtained through advanced education combined with experience. Viewed as the leading expert and/or resource within the field by peers within and outside the organization. Typically requires a University degree or equivalent experience and 10 years of prior relevant experience.			

Optional: [Click here to access on-the-job development ideas](#). If you are interested in colleague and stakeholder feedback, concerning potential developmental opportunities, consider launching a 360 Feedback Survey. [Click here to watch How-To video](#).