

Job Family Career Development Guide: Police, Fire and Skilled Trades Level 2

The purpose of the Job Family Career Development Guide is to help employees and supervisors quickly identify competencies 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 Dimensions 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 Works to achieve day-to-day objectives with moderate impact on the area. Works independently on larger, moderately complex projects/assignments. Sets objectives for own area to meet the objectives or goals of projects and assignments. <i>May</i> assist other professionals with tasks and assignments.			
2. Leadership and Talent Management <i>May</i> provide guidance and assistance to new or entry-level employees.			
3. Problem Solving and Complexity Problems and issues faced are vague and may require understanding of a broader set of issues, but are typically not complex. Problems may span a range of issues or areas. Problems are typically solved through drawing from prior experiences, with analysis of the issue. <i>Has responsibility</i> for making minor changes or enhancements in systems and processes to solve problems or improve effectiveness of area.			
4. Communication & Influencing Others Communicates with contacts typically within the department or unit on matters that typically involve obtaining or providing information requiring some explanation or interpretation in order to reach agreement.			
5. Knowledge and Experience Requires practical knowledge of area and procedures. <i>Typically</i> requires high school diploma and 3 years relevant work experience. <i>Some job areas may require</i> vocational or technical education in addition to prior work 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](#).