

**SCIENTIFIC & TECHNICAL OFFICER PROMOTION PROCESS 2015**

**PERFORMANCE STANDARDS TEMPLATE**

**PROMOTION TO SENIOR/CHIEF/PRINCIPAL SCIENTIFIC OFFICER**

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| **Application/Nomination for promotion to:** |  |

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| **Purpose of Job** | The SO post is intended to provide specialist scientific service, typically but not necessarily in a laboratory setting.  The primary purpose is to support the teaching and research enterprise by, for example, teaching in undergraduate laboratories or, for example, by management or operation of a research service facility.  Specialist skills develop from training as a scientist (Bachelor’s degree in STEM disciplines) |
| **Promotion** | Promotion would result from demonstrating:   * increased levels of performance and specialisation in the job; * increased complexity of scientific skills, and * increased levels of initiative and responsibility.   At the level of PC10 and above, leadership and management contributions to the wider department or faculty are expected.  Promotion also requires consistent and sustained high performance within the current job. |

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| **Core Function category** | **Performance standards**  **(applicant to insert from Guideline document for Scientific Officers)** | **Incumbents examples and input** |
| **Research Support** |  |  |
| **Teaching Support** |  |  |
| **Management Leadership, Service** |  |  |