

STOCKTON ON TEES BOROUGH COUNCIL

CAREER GRADE

Service Grouping	Community Services, Environment and Culture
Service	Highways, Transport and Design
Job Title	Technician
Career Grade	G, H, I

Progression within the Career Grade

Professional vocational qualifications are indicative to the level of knowledge required to perform the role. An equivalent qualification and/or experience will be taken into account other than where there is a requirement for a specific qualification which is needed to perform the job role.

To progress within the career guide structure all the criteria must be met and there **must** be work available at the higher level. This will need to be demonstrated through a formal review of performance. This evidence will be reviewed by the appropriate Manager in the first instance and verified by the Service Manager.

Possession of qualifications or time in post will not alone determine where a job holder is placed on the career grade.

When an employee believes that they meet the criteria for the next level they should raise this with their line manager. If supported, then a formal application must be completed by the relevant Officer and the aforementioned process then followed.

Grade	Criteria (Professional)
G	<p>Entry Level</p> <p>Predominately technical and procedural experience within the specialist area for which appropriate qualifications will also be required.</p> <p>Candidates will:</p> <ul style="list-style-type: none"> • Be able to demonstrate an ability to communicate and work effectively across services. • Be capable of supporting professional staff on projects/schemes with supervision and completing work to set deadlines. • Be expected to produce work, apply analytical thinking and utilise technology as appropriate and respond to problems/situations within their specialist area complying with legislation, regulations and relevant Council policies and procedures with supervision.

	<ul style="list-style-type: none"> • Be willing to attend any courses or training deemed necessary for the post-holder to attain the necessary competence, knowledge and experience. • Be capable of undertaking unaccompanied/unsupervised site visits where appropriate and identify solutions to issues.
H	<p>Intermediate Level</p> <p>Predominately technical and procedural experience within the specialist area for which appropriate qualifications will also be required, in addition to currently studying or about to undertake study in a relevant subject.</p> <p>Candidates will:</p> <ul style="list-style-type: none"> • Be capable of supporting professional staff on projects/schemes with direction. • Be expected to produce work, apply analytical thinking and utilise technology as appropriate and respond to problems/situations within their specialist area complying with legislation, regulations and relevant Council policies and procedures with minimal guidance. • Be expected to undertake unaccompanied/unsupervised site visits and identify appropriate solutions. • Be capable of demonstrating practices and procedures to less experienced Officers to enable them to undertake routine duties.
I	<p>Higher</p> <p>Predominately technical and procedural experience within the specialist area for which appropriate qualifications will also be required, in addition to holding or working towards relevant qualifications in a directly related subject.</p> <p>Candidates will:</p> <ul style="list-style-type: none"> • Be responsible for managing their own workload. • Be capable of independently producing work applying more detailed analytical thinking and utilising technology as appropriate, in addition to responding to more difficult problems/situations within the framework of legislation, regulations and relevant Council policies. • In addition to undertaking unaccompanied site visits, will also be capable of representing the service at both internal and external meetings with a range of stakeholders, providing information and advice as appropriate. • Provide advice, guidance and mentoring to more junior Officers.