

SUB-LOT 3.1 Model Development Support Staff Grades

Staff Grades
<p><u>Director</u></p> <p>Partners are expected to be acknowledged experts in at least one function, capability and/or industry and have extensive experience of leading major and/or complex projects.</p> <p>Activities are likely to include but are not limited to:</p> <ul style="list-style-type: none"> • being accountable for overall project delivery and overseeing knowledge transfer to customer • bringing innovative strategic insight and best practice • applying relevant private and public sector knowledge including policy and political issues • delivering results that meet or exceed customer expectations • developing strong customer relationships with senior stakeholders <p>Someone working at this grade would typically be expected to have over ten years relevant experience</p>
<p><u>Associate / Associate Director</u></p> <p>Associate / Associate Directors are expected to have deep expertise in at least one function, capability and/or industry and perform a wide range of leadership responsibilities.</p> <p>Activities are likely to include but are not limited to:</p> <ul style="list-style-type: none"> • providing leadership to the project team and the customer • reviewing and improving the project team's recommendations • providing relevant thought leadership and expertise to the customer • forming strong working relationships with customer stakeholders <p>Someone working at this grade would typically have over eight years relevant experience</p>
<p><u>Principal Consultant</u></p> <p>Directors are expected to have specialised knowledge of a function, capability and/or industry and be responsible for providing leadership both internally for the project team and when interfacing with the customer.</p> <p>Activities are likely to include but are not limited to:</p> <ul style="list-style-type: none"> • designing the project structure • providing leadership and coaching to internal project team members • contributing to the development of customer-facing presentations • leading on the delivery of presentation of recommendations to customer stakeholders <p>Someone working at this grade would typically have between seven and eight years relevant experience</p>
<p><u>Senior Consultant</u></p> <p>Senior Consultants are expected to have specialised knowledge of a function, capability and/or industry and be responsible for managing several or all components of a project.</p> <p>Activities are likely to include but are not limited to:</p> <ul style="list-style-type: none"> • managing the project across multiple workstreams • prioritising the team's workload • bringing together the team's inputs into coherent recommendations • engaging customer stakeholders including presenting recommendations <p>Someone working at this grade would typically have between five and six years relevant experience.</p>

Consultant / Graduate Consultant

Consultants are expected to have knowledge of a function, capability and/or industry and be responsible for larger and/or more complex components of a project. They would have strong analytical skills, along with excellent verbal, written and presentation skills.

Activities are likely to include but are not limited to:

- gathering and interpreting data
- drawing out high quality insights
- creating slides to present recommendations
- meeting with customer stakeholders to understand their issues

Someone working at this grade would typically have up to four years relevant experience.

Senior Software Engineer

A senior software engineer delivers and integrates software to form a complete service.

Activities are likely to include but are not limited to:

- plan and lead development on sets of related stories
- have an understanding of the whole system and take responsibility for teaching this to others
- work with other disciplines to understand what needs to be built
- coach and mentor more junior colleagues
- operate the production services you build
- find ways to improve system robustness, resilience and stability

Software Engineer

A software engineer delivers software components that form part of a product.

Activities are likely to include but are not limited to:

- developing software to meet user needs
- follow best practice guidelines and help to improve those guidelines
- write clean, secure and well-tested code
- coach and mentor more junior colleagues
- operate the services you build and identify issues in production

Junior Software Engineer

A junior software engineer learns on the job by delivering software components.

Activities are likely to include but are not limited to:

- developing skills while working under supervision
- understand and be proficient in different types of testing
- be aware of but not responsible for security
- coach and mentor more junior colleagues

Experience in the relevant field of work or similar is not required.