AP Job Levels

Technical/Support

Technical/Support I
Works under close supervision; refers to procedures, technical aids, co-workers, or supervisors to solve routine, well-defined problems; accountable for the delivery of own tasks within agreed time and quality standards.

Technical/Support II
Completes tasks without immediate supervision; problems encountered are varied but similar; may be accountable for on-time delivery of own work or that of others on the team.

Technical/Support III
Acts independently working under limited supervision; encounters problems which are varied and non-routine; may act as a team lead, or have supervisory responsibility over others.

Professional/Individual Contributor

Professional/Individual Contributor I
Close supervision; recurring problems with defined solutions; impact limited to immediate team.

Professional/Individual Contributor II
Limited supervision through review of work product; discretion to determine a course of action with review; impact on work team or department.

Professional/Individual Contributor III
Works independently; may serve as a resource for other professionals; defines and solves advanced problems with non-standard solutions; potential is across multiple departments or University-wide.

Professional/Individual Contributor IV
Complete autonomy in work approach; defines and solves complex problems; impact is University-wide; may serve as a subject matter expert.
Project/Program Management

Project/Program Manager Level I

Close supervision; typically in training; refers to procedures, co-workers or supervisors to solve problems; impact of programs is short term.

Project/Program Manager Level II

Works independently with high-level oversight of program accomplishments; discretion to determine a course of action with review; impact of program is short to medium duration; program budget is small to medium.

Project/Program Manager Level III

Complete autonomy in work approach; acts as an expert/leader; directs University-wide programs, initiatives, or projects; Impact of programs is medium to long-term; defines and manages program budget; program budget is medium to large.

Management

Management Level I

Teams work within prescribed rules, guidelines and policies and work is often transactional/routine in nature; department/unit focused; takes action to monitor costs of work team; manages teams typically comprised of technical/administrative support roles.

Management Level II

Applies concepts towards the development of new rules or policy development; ability to impact the development of existing principles and guides the development of new policies and ideas; provides input into the budgeting process; manages teams of technical/support and/or professional roles.

Management Level III

Solutions must take into account future considerations; translates strategy into operational processes; may develop and manage a budget; manages teams of primarily professional roles.
Senior Management

Senior Management Level I

Problems are often unclearly defined and solutions must take into account future considerations; translates strategy into operational process; may develop and manage a budget; manages teams of primarily professional roles.

Senior Management Level II

Resolves complex issues with long-term impact; sets strategy for functional area or department in line with mission of the University; has full oversight of budget for a department; provides direction for function/department/unit through other managers