

# 7 levels describing increasing responsibility, accountability and impact

Increasing responsibility, accountability and impact							
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
	<b>Follow</b>	<b>Assist</b>	<b>Apply</b>	<b>Enable</b>	<b>Ensure, advise</b>	<b>Initiate, influence</b>	<b>Set strategy, inspire, mobilise</b>
<b>Essence of the level</b>	Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work. Learns and applies basic skills and knowledge.	Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems. Actively learns through training and on-the-job experiences.	Performs varied tasks, sometimes complex and non-routine, using standard methods and procedures. Works under general direction, exercises discretion, and manages own work within deadlines. Proactively enhances skills and impact in the workplace.	Performs diverse complex activities, supports and guides others, delegates tasks when appropriate, works autonomously under general direction, and contributes expertise to deliver team objectives.	Provides authoritative guidance in their field and works under broad direction. Accountable for delivering significant work outcomes, from analysis through execution to evaluation.	Has significant organisational influence, makes high-level decisions, shapes policies, demonstrates leadership, promotes organisational collaboration, and accepts accountability in key areas.	Operates at the highest organisational level, determines overall organisational vision and strategy, and assumes accountability for overall success.

