# Professional development PDSV

Facilitating the professional development of individuals in line with their career goals and organisational requirements.

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| **Guidance Notes:**Activities may include, but are not limited to:* negotiating, reviewing, monitoring and validating each individual's professional development plans
* providing professional development advice and support for individuals
* identifying appropriate learning and development or career-enhancing activities
* liaising with internal and external providers of learning and development
* adopting a suitable framework for skills, knowledge and competencies such as SFIA
* adopting or defining professional career pathways
* creating accreditation and qualification approaches or adopting industry frameworks
* evaluating the benefits of continual professional development activities.
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## Level 4

Assists practitioners with creating personal development plans.
Advises on suitable development activities such as specific learning or experience to be gained.
Monitors practitioners’ continuing professional development records.
Ensures achievements and enhanced capabilities are recorded and referenced to personal and organisational objectives.

## Level 5

Determines development needs for a professional practice area.
Aligns development activities with organisational priorities, learning and development strategies and career pathways.
Assists practitioners with the creation of development plans. Advises and supports assigned practitioners, ensuring alignment with professional development plans and career opportunities.
Ensures that practitioners record evidence of continuing professional development. May contribute to practitioners' performance appraisals.

## Level 6

Develops and defines a professional development framework for one or more professional disciplines.
Determines and maintains organisational development needs in line with business needs and strategic direction. Generates development strategies to achieve required change.
Develops and leads communities of practice, including defining career pathways.
Defines the approach to identifying suitable individuals to provide career advice and support. Monitors progress and evaluates business benefits achieved from continual professional development.