

# Leadership level

## Indicative Grade 10

**Typical roles:** Faculty Tutor, Director

### Transferable skills and competencies

DECIDING AND INITIATING ACTION

FORMULATING STRATEGIES AND CONCEPTS

PERSUADING AND INFLUENCING

### Experiences

*Activities and responsibilities likely to be required when working at this level*

Setting out, and delivering against, a strategic vision; broad subject knowledge with a practical understanding of how to apply it to different sectors; experience of leading a substantial team, often through change; managing complex, and often regulated, stakeholder environments and relationships; substantial reputation in their field; ability to innovate and create new solutions which take into account strategic implications within UCL; managing budgets to deliver value; exercising sound judgment and appropriate decision-making.

### Personal and professional development

*Development options to consider when working towards this level*

#### On the job learning

Working on strategies (e.g. first draft); leading a major project; initiating new and creative ideas resulting in successful implementation; seek out opportunities to develop confidence and credibly represent UCL in high profile settings (e.g. chairing/ presenting to large groups).

#### Learning from others

Engagement in discreet/individual projects which have a defined start and end date. Consider working in a leadership role in an external capacity (e.g. as a non-exec board role or charity, school governor); take a leading role in an internal/ cross department or Faculty network.

#### Formal learning

Leadership/management training.

### UCL Ways of Working

*These describe expected behaviours in line with UCL culture and values (see pages 40-41). For Ways of Working indicators and steps to development please refer to the Ways of Working website [www.ucl.ac.uk/human-resources/policies-advice/ways-working](http://www.ucl.ac.uk/human-resources/policies-advice/ways-working)*