

Leadership level

Overall - Leadership level Grade 10

Typical roles: Faculty Tutor, Director of function; HR, Organisational Development

Transferable skills and competencies

DECIDING AND INITIATING ACTION

FORMULATING STRATEGIES AND CONCEPTS

PERSUADING AND INFLUENCING

(see pages 46-47)

Experiences

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

Setting out, and delivering against, a strategic vision; deep 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 stakeholder environments and relationships; substantial senior level experience 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/leading on UCL-wide projects and groups.

Learning from others

Working in a leadership role in an external capacity (e.g. as a nonexec board role or charity, school governor); be part of an external network.

Formal learning

Leadership/Management training; professional qualifications.

UCL Ways of Working

These describe expected behaviours in line with UCL culture and values (see pages 48-49).

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