

Service Description

Career Development Frameworks

SUBMITTED BY

NORTH HIGHLAND®

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SERVICE OVERVIEW

Working with you to design and implement Career Development Frameworks in a cloud context, demonstrating how employees can develop their skills and career, enabling them to take ownership of their progression. This includes role and skill definition, mapping of career pathways and supporting learning and development options.

FEATURES

1. Definition of roles (job descriptions) including skills and experience required
2. Skills definition for professional and technical skills, using industry-standard frameworks
3. Comprehensive mapping of all roles to skills required
4. Vertical and horizontal career development pathways aligned with skillset
5. Role comparison tool comparing skills required at each level
6. Learning and development options for each technical and professional competency
7. Mapping of learning and development options to career pathways
8. Case studies of real-life career development journeys to demonstrate possibilities
9. Talent development dashboard to track key talent metrics and KPIs
10. Implementation and embedding plan for the Career Development Framework

BENEFITS

1. Enables employees to take ownership of their career progression
2. Pathways tailored to specific role definitions, skills and competency models
3. Clear, identified opportunities for professional and personal development
4. Real life examples of career progression to inform development decisions
5. Comprehensive understanding of relevant training and development options
6. Consistent taxonomy and understanding of skills and roles
7. Career progression seen as development of breadth, not just promotion

8. Embedding with existing business processes, e.g. performance management and recruitment
9. Clarity in associating learning options with specific career progression opportunities

SERVICE DESCRIPTION

Our approach to Career Development Frameworks typically involves bringing together four main components which we will work with you to develop, implement and embed:



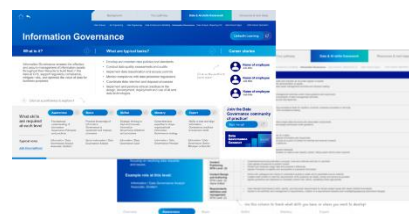
Job Descriptions

A definition of the key roles within your organisation in terms of their purpose, core responsibilities and the skills required to do the job, to bring clarity and consistency to your understanding of roles and requisite skills.



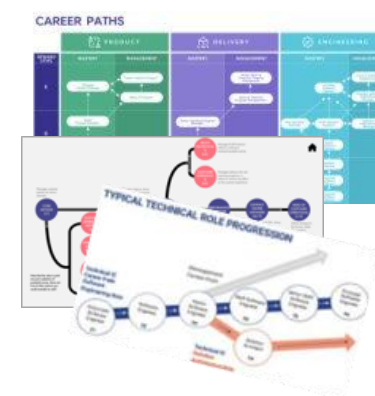
Competency Model

A competency model is a collated view of the competencies (skills, knowledge, abilities and behaviours) required by individuals within your organisation, and what these competencies look like at varying levels of proficiency or performance. We use industry standard skills frameworks where appropriate.



Career Paths

The typical 'upwards' and 'across' career movements that can be made from each role type are defined, using job descriptions and the competency model to identify feasible moves.





Learning and Development

A catalogue of development opportunities (ranging from formal training to learning-on-the-job) helps people to identify opportunities for their personal and professional development, relevant to their needs and ambitions.

Powering the employee experience with PEOPLE-centered insights



ABOUT NORTH HIGHLAND

North Highland is a leading change and transformation consultancy, helping organisations transform with people at the heart of every decision. Our talented teams partner with clients to navigate their most complex, high-priority, and urgent challenges. With every engagement, we make change happen, helping organisations across the public sector transform.

We support clients as they improve efficiency and productivity, modernise data and technology, and build and advance new capabilities that fuel growth and competitive differentiation. We also implement, manage and drive adoption of it all, ensuring successful translation of strategy to day-to-day operations.

North Highland offers an unblemished record of delivering leading expertise across industries, as shown by the numerous awards and accolades we have received in recent years from Forrester, Gartner, ALM and other highly regarded organisations. Firmwide, 94% of North Highland's business is with repeat clients – a testament to the high quality of our services.

ORDERING, INVOICING & TERMINATION

Our Master Services Agreement (MSA) contains our standard terms, and we start work when we have a Statement of Work signed by both parties, on a mutually acceptable date. Invoicing is monthly in arrears, unless agreed otherwise and either party may terminate a Statement of Work or the MSA in accordance with the usual terms set out in the MSA.

GET IN TOUCH



We have a frameworks office that monitors correspondence for G-Cloud opportunities.

They can be reached directly at nhuk.frameworks@northhighland.com



You can reach us on the phone at **+44.020.7081.2544**

Please ask for the Strategic Proposals Team who will be able to deal with your enquiry directly or put you in touch with the right person to discuss your requirements.



Write, or come and visit us at our London office:

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