



Career Model for General Staff

Outline

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The St. Pölten UAS is committed to the development and advancement of its employees. This career model offers members of the administrative staff perspectives for deepening their professional skills and for further development. The model promotes expert careers.

In order to achieve this goal, the personnel development unit uses the instrument of development projects or qualification plans. These are concluded with employees who show promising development potential – considering the respective units' HR development plans.

Positions in the career model of the St. Pölten UAS:

- Member of General Staff (MAP)
- UAS Expert (FH-Exp)
- Technical Experts (FV)

Members of General Staff (MAP) are full-time employees of the St. Pölten UAS who use their professional competence for their respective areas of activity and according to the job description.

UAS Experts (FH-Exp) are full-time employees of the St. Pölten UAS who have relevant experience in the organisation of the St. Pölten UAS in addition to their specialised knowledge (as proven by e.g. examination certificates or professional experience, etc.).

Line Managers (FV) are characterised by a greater degree of autonomy. They independently take on parts of a subject area, especially in the fields of operational implementation and process responsibility. They are no managers in the strict sense but have the authority to give professional orders (delegate) and coordinate within the scope of their function.

These individual stages (levels, positions) have their respective criteria which need to be fulfilled.

The initial allocation to these stages forms the beginning. Staff members are allocated their respective positions in the career model. The next step is to identify development goals for selected persons and to present them in the form of target planning.