**Infrastructure and Transportation**

**Technician Progression Rules.**

All technician posts within Infrastructure and Transportation are based on a career progression scheme, to help develop staff, particularly those younger members of staff that as yet do not possess the necessary skills and knowledge to operate at a higher level. Helping these staff members to develop the fundamental engineering skills required to enable progression into higher graded engineer roles and above. The service values the development of people and of internal expertise which assists service delivery, succession planning, expands employment opportunities and gives a degree of business continuity.

The scheme recognises that, recruitment to any technician post within the Infrastructure and Transportation Directorate can be at either grade 2, 4 or 6 based on qualifications, length of experience set out in years and meeting required competencies.

Technicians would then progress through the normal Spinal Column Point until they reached top of Grade. At that time there would be an opportunity for them to progress to the next level if they could demonstrate that they had achieved certain milestones in terms of experience gained, qualifications reached etc. This would be evidence based following completion of a recognised training course such as the Higher National Certificate in Civil Engineering (HNC) or equivalent and / or through a demonstration of work based competency. If successful technicians moving onto the next grade would also be matched to the role profile associated with that grade i.e. RT2, RT3 or RT4S.

**Career Progression Scheme Assessment**

The following section details how the career progression scheme is operated and monitored to ensure each technician is treated equally and fairly when assessed for advancement. Guided by the matching strengths set out in the Job Profile Guidance and qualifications.

**Base Criteria**

|  |  |  |
| --- | --- | --- |
| **Grade** | **Matching Criteria** | **Evidence** |
| Grade 2  | As set out in career progression matrix inbelow | Requirement to be numerate and literate with an engineering ability usually measured by: -appropriate A levels, NVQ/ BTEC level 3, ONC/OND or through demonstration of work based competence, completion of a minimum period of 2 years civil engineering apprenticeship. |
| Grade 4 | As set out in career progression matrix below | HNC in Civil Engineering or equivalent and assessed level of competency though interview/tests. |
| Grade 6 | As set out in career progression matrix below B | HNC in Civil Engineering or equivalent level of competency plus a minimum period of three years relevant experience assessed through interview/tests |

**Career Progression Matrix - Technicians**

