

## The Pathway – Bands 2 – 5

Band	Selection Criterion 1	Selection Criterion 2	Selection Criterion 3
	<b>Organising your work, making sound decisions and achieving outcomes</b>	<b>Communicating and working effectively with other people</b>	<b>Applying technical knowledge, expertise and skills</b>
<b>5</b>	<p>Takes responsibility for outcomes and complex projects</p> <p>Systematically maintains awareness of organisational objectives and anticipate issues</p> <p>Personal behaviour, ethics and values inspires others in the team</p>	<p>Communicates clearly and persuasively in writing and orally</p> <p>Begins building strong networks outside the team</p> <p>As a senior member of the team, encourages cooperation, tolerance and a focus on the team objectives</p>	<p>Applies expert, broad, practical knowledge and skills to projects</p> <p>Takes complete responsibility for the more complex, challenging or sensitive projects</p> <p>Provides advice, coaching or training to colleagues</p>
<b>BEHAVIOURAL EXPECTATION</b>			
	<p><i>A track record for taking responsibility for complex projects successfully</i></p> <p><i>Examples of strategic level contribution to the team</i></p> <p><i>Recognised by others as demonstrating a high level of commitment and resilience</i></p>	<p><i>Examples of effective and highly persuasive communication</i></p> <p><i>Exemplary reputation for contributing to the team and encouraging knowledge sharing and tolerance within the team</i></p> <p><i>Examples of effective project leadership under challenging circumstances</i></p>	<p><i>Recognition by others of an expert or high level of technical knowledge and skills</i></p> <p><i>A track record of handling the more complex projects</i></p> <p><i>Examples of coaching or training others in the technical area</i></p>
<b>4</b>	<p>Works autonomously on routine projects and delivers high quality results</p> <p>Shows an awareness of the broader issues of the team and the AFP</p> <p>Shows enthusiasm, commitment resilience and initiative</p>	<p>Communicates clearly in writing and orally with only occasional supervision required</p> <p>Contributes strongly to the way the team works together</p> <p>Encourages feedback, tolerance and sharing of knowledge within the team</p>	<p>Applies extensive knowledge and skills to the work of the team</p> <p>Takes complete responsibility for the standard or routine project work</p> <p>Systematically maintains and further develops technical knowledge and skills</p>
<b>BEHAVIOURAL EXPECTATION</b>			
	<p><i>Strong reputation for reliability in organising and delivering work</i></p> <p><i>Examples of how work has been modified to cope with changing priorities or broader strategic issues</i></p> <p><i>Examples of where resilience has been displayed following criticism or an error</i></p>	<p><i>Examples of complex reports or documents</i></p> <p><i>Strong reputation within the team for being an effective contributor to the overall objectives</i></p> <p><i>Examples of sharing knowledge and skills with other team members</i></p>	<p><i>A record of effectively and progressively applying technical knowledge and skills to more complex work and projects</i></p> <p><i>A track record of applying strong technical capabilities to standard task and work projects</i></p>

	<b>Organising your work, making sound decisions and achieving outcomes</b>	<b>Communicating and working effectively with other people</b>	<b>Applying technical knowledge, expertise and skills</b>
<b>3</b>	<p>Efficiently organises assigned tasks and routine work to produce good results with minimal supervision</p> <p>Shows good judgement of when to escalate issues and modify priorities to meet broader objectives</p> <p>Behaves consistently with the culture and values of the AFP at all times</p>	<p>Communicates clearly in writing and orally with respect to routine or standard work</p> <p>Is developing strong working relationships with team leader and colleagues based on mutual respect and unselfish contribution to the team</p> <p>Shares knowledge and is flexible in responding to the changing demands of the team</p>	<p>Applies solid, well-grounded technical knowledge and skills</p> <p>Takes responsibility for the standard tasks and work projects</p> <p>Contributes to the more complex projects under supervision</p> <p>Is systematically developing greater technical knowledge and skills so that greater autonomy can be displayed</p>
<b>BEHAVIOURAL EXPECTATION</b>			
	<p><i>Demonstrated high level organisational practices</i></p> <p><i>Examples of good decisions to escalate issues and modify priorities</i></p> <p><i>Examples of changes in behaviour to meet the AFP culture</i></p>	<p><i>Examples of good written work produced without supervision</i></p> <p><i>Strong reputation within the team for carrying your weight and sharing the work</i></p> <p><i>Team leader's assessment as a flexible, cooperative contributor to the team</i></p>	<p><i>Demonstrated technical knowledge and skills beyond the basics</i></p> <p><i>Ongoing plan to develop technical capabilities further</i></p> <p><i>Examples of tasks and projects completed largely without supervision</i></p>
<b>2</b>	<p>Is developing good organisational habits and undertaking routine work of good quality</p> <p>Has a good understanding of the purpose of own work and how this fits into the work of the team and the AFP</p> <p>Shows enthusiasm and a willingness to learn while developing good knowledge of the behaviours and values required in the AFP</p>	<p>Practices and develops oral and written communication skills</p> <p>Undertaking routine work with minimal supervision</p> <p>Learns how to contribute in a team environment – invests time in developing good working relationships within the team</p> <p>Learns how to give feedback and share knowledge effectively with others</p>	<p>Applies basic technical knowledge and skills, while developing more stronger, broader and more practical knowledge and skills</p> <p>Applies considerable effort to the development of new skills and knowledge to meet the needs of the team and the AFP.</p>
<b>BEHAVIOURAL EXPECTATION</b>			
	<p><i>Examples of good work or study habits</i></p> <p><i>Demonstrated capacity to think strategically about broader issues or the longer term</i></p> <p><i>Strong personal ethics and values</i></p>	<p><i>Demonstrated communication skills in writing and orally</i></p> <p><i>Examples of contributing effectively to the work of a team</i></p>	<p><i>Good basic verbal and numerical reasoning abilities</i></p> <p><i>A formal qualification or study in a specialist and relevant area</i></p>