

JOB VALUE ASSESSMENT CHART



Band: I II III IV V

| (1) NATURE OF MANAGEMENT | (2) ← DECISION-MAKING ENVIRONMENT AND POLICY IMPACT → | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|-----|---|---|--|-----|-----|---|-------|-----|-----|---|-------|-----|------|---|-------|------|------|------|-------|---|------|------|--|--|--|--|
| | SCOPE | | | | SCOPE | | | | SCOPE | | | | SCOPE | | | | SCOPE | | | | SCOPE | | | | | | | |
| | W | X | Y | Z | W | X | Y | Z | W | X | Y | Z | W | X | Y | Z | W | X | Y | Z | W | X | Y | Z | | | | |
| A. Fundamental application of management principles. A unit or program, having focused scope, with individual contributors and/or first-line supervisors. Leading/controlling. Emphasis on tactical thinking and people issues. OR, practitioner of recognized discipline having management accountability. | 422 | 442 | | | 432 | 452 | 504 | | 444 | 464 | 516 | | | | | | | | | | | | | | | | | |
| B. Full utilization of management principles. Tactical planning and responses, some strategic thinking and action. A unit, multiple programs or functional activities. Typically directs supervisors and/or professional practitioners. Focused on goals/objectives. OR, advanced practitioner requiring a high level of knowledge in a discipline and overseeing a professional staff. | 494 | 512 | | | 546 | 570 | 598 | | 562 | 586 | 614 | | 580 | 604 | 692 | | | | | | | | | | | | | |
| C. Application of advanced management principles and skills. Planning and management primarily strategic. Functional area or diverse organizational unit. Typically directs/integrates work of managers and supervisors. Management of or mastery of a recognized discipline involving direction of complex technical/advanced skilled professionals. | | | | | 630 | 704 | 796 | | 748 | 768 | 848 | | 776 | 800 | 888 | | 808 | 828 | 948 | | | | | | | | | |
| D. Sophisticated application of advanced management principles/skills. Strategic focus; highly experienced. A large unit in large agency, major policy impacts at agency and/or statewide level. Management of managers and senior policy professionals. In smaller organizations fewer staff, but the most critical policy impact. | | | | | | | | | | | | | | 976 | 1012 | | | 1048 | 1136 | 1256 | | | 1232 | 1368 | | | | |
| E. Expert applications of advanced management principles; directions are diverse and complex organizations with critical statewide impact on citizens and government. Highest level of agency leadership positions. | | | | | | | | | | | | | | | | | | 1330 | 1410 | 1536 | | | | 1750 | | | | |
| | (3) ← SCOPE OF MANAGEMENT ACCOUNTABILITY AND CONTROL → | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | CONSIDER: | | | | W: Control or influence of limited resources | | | | | | | | | | | | | | | | | | | | | | | |
| | Authority to take action. | | | | X: Control of substantial programs or resources; or influence on major policies or services. | | | | | | | | | | | | | | | | | | | | | | | |
| | Area(s) of effect. | | | | Y: Control of major resources; or critical influence on a large organization or public policy. | | | | | | | | | | | | | | | | | | | | | | | |
| | Nature of effect. | | | | Z: Control of complex entity. | | | | | | | | | | | | | | | | | | | | | | | |