
Technical Proficiency

Definition

Must be able to apply the technical knowledge and skills required in the specialist and professional job role and responsibilities in order to achieve the expected outputs.

Key Words: Technical Expertise; Occupational/Professional Proficiency; Applied Knowledge.

Behavioral Indicators:

1. Demonstrates technical proficiency in areas of work-unit's responsibility.
2. Understands the technical difficulty and complexity of work undertaken and advises others accordingly.
3. Accounts for the technical difficulty and complexity of own work and that of staff, where appropriate, at key milestones.
4. Ensures the appropriately applied procedures, requirements, regulations, or policies related to specialized areas of expertise in the production of work-unit outputs or results.
5. Performs tasks specific to area of expertise reliably, skillfully and accurately.
6. Accomplishes complex tasks in area of expertise without supervisory assistance.

PROFICIENCY LEVELS: Technical Proficiency

LEVEL I

- Undertakes basic or routine tasks (in some cases under supervision and technical direction).
- Has acquired a recognized, academic qualification for the technical skills or knowledge relevant to the job role or chosen profession, but is not recognized for depth of technical experience.
- Generally contributes a theoretical understanding of technical terms, concepts and methodologies.

LEVEL II

- Has acquired relative experience of the technical job roles and responsibilities.
- Has acquired a broad, working knowledge of the local and international practices, generally recognized principles, approaches, methodological frameworks and best practice theories.
- Accomplishes the technical tasks required by the work unit largely independently.
- Seeks other professionals and specialists to collaborate on innovative application of technical proficiency.

LEVEL III

- Has conducted scientific research, benchmarking or surveys in professional occupation or technical job.
 - Proactively shares and exchanges views, procedures, best practice and implementation "do's" and "don'ts".
 - Uses extensive first-hand application and implementation experiences that have been gained in a variety of contexts and requirements for the technical proficiency.
 - Is recognized by peers, fellow professionals, own work group and other business units for technical depth of knowledge.
 - Accomplishes complex tasks in areas of expertise without supervision.
 - Directs and assists technical teams to accomplish highly technical tasks in complex situations.
 - Has achieved recognition within the profession for contributions in thought leadership.
 - Has acquired and been awarded formal recognition for meeting the requirements of the profession.
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