

# Janet's Exploring Her Options

## Background:

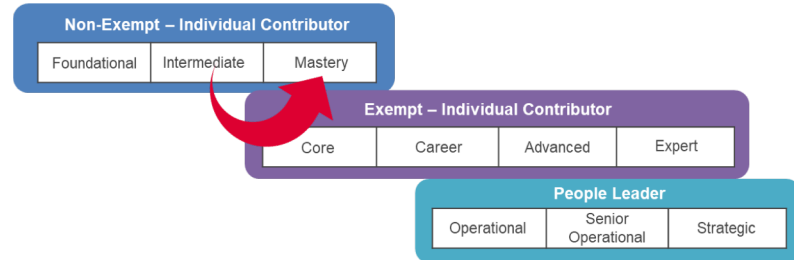
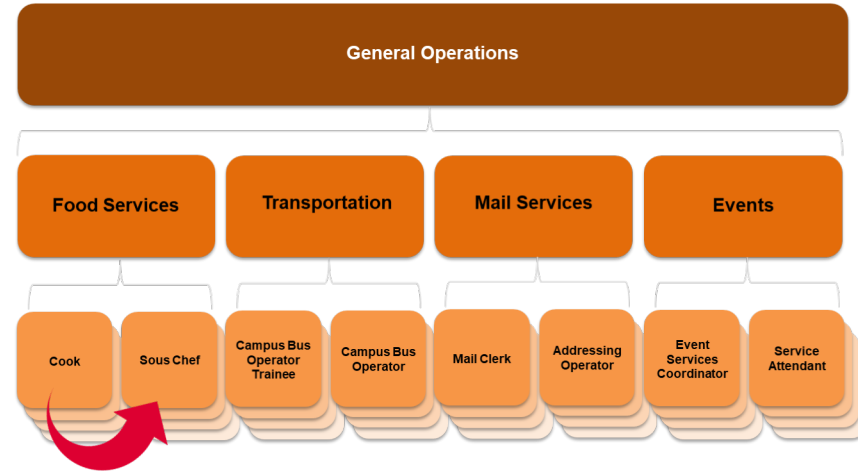
Janet has been at the intermediate level for the last three years while completing her degree at IU. At the intermediate level, Janet provides oversight and guidance to entry level colleagues. Janet has also led special projects, both in the classroom and at work, assigning tasks to others and ensuring completion by the deadline.

- Current Job Function: **General Operations**
- Current Job Family: **Food Services**
- Current Role: **Line Cook**
- Current Job Level: **Non-Exempt Individual Contributor**
- Career Level: **Intermediate**





**Janet's Goals:** Janet has enjoyed growing in her current assignments in General Operations. She has been successful supervising others and now armed with knowledge and skills gained while earning her degree, she is considering an expanded role in her organization.



## Grow into a **NEW CAREER LEVEL**

- Same Job Function: **General Operations**
- Same Job Family: **Food Services**
- **NEW** Role: **Sous Chef**
- Same Job Level: **Non-Exempt Individual Contributor**
- **NEW** Career Level: **Mastery**

**Role Summary:** Participates in the coordination, preparation, set up & delivery of cold foods for catered functions & related units. Assigns and schedules work of supportive staff personnel. Conducts inventories & assists with product procurement from approved providers. Maintains HACCP records. Assists in the training & development of new hires. Executes new recipes while maintaining acceptable food cost.



**Janet's Goals:** Janet's past work experience and student experience both required participating in projects, some of which she led. This role aligns with Janet's experience and interests, and she wants to pursue opportunities further.

## Use **SKILLS** in a **NEW WAY**: Become a Project Management Specialist

- **NEW** job function: **General Administration**
- **NEW** job family: **Project Management**
- **NEW** role: **Project Management Specialist**
- **NEW** career structure: **Exempt – Individual Contributor**
- **NEW** career level: **Core**

**Role summary:** Manages a small project, from start to finish, or one phase of a large project, so that it is completed on time and within budget. Identifies, resolves, or escalates operational problems and minimizes delays.

