

London Borough of Harrow

Senior Professional Roles

- Require broad or deep specialist experience in a discipline typically, but not necessarily, gained through full professional qualification plus substantial relevant work experience (6-10 years).
- These are the Council's most senior roles in areas where they are accepted as a specialist expert.
- They may well be assigned the most complex 'casework' and will provide authoritative guidance both to less experienced colleagues and to managers.
- They will have a broader role, to advise on the development and/or delivery of a significant service or function.
- Job holders are expected to solve the most complex specialist problems according to relevant best practice and the precedents of very difficult casework. Sophisticated, mature judgement is required.
- Their level of experience and expertise will enable them to identify and manage the most difficult/complex professional risks.
- They will be expected to take a keen interest in issues across the Council and externally in order to inform policy development and service improvement.
- They will update and maintain their competence through continuing professional development, in particular tracking the development of best practice and precedent within their specialist areas.

Professional Roles

- Require experience and full competence in a discipline typically, but not necessarily, gained through a professional qualification plus relevant work experience.
- Provide dependable, responsive and high quality services, including difficult problem-solving, to internal or external customers.
- Are fully capable of tackling the majority of professionally based problems, referring upwards only the most difficult, and those involving resource/policy considerations.
- After some post-qualifying experience may to specialise in a defined service area and/or mentor more junior colleagues.
- Are expected to develop and maintain a significant awareness of issues/developments in other parts of the Council to assess their influence on their own areas of responsibility.
- Are expected to update and maintain their competence through active participation in continuing professional development.

Junior/Part Professional Roles

- Provide practical/technical/detailed support, guidance and services to external or internal customers.
- Will often assist more senior/qualified colleagues, enabling the latter to focus on higher value-added activity.
- Capable of identifying, extracting and analysing information relevant to projects and/or casework.
- May be in the process of working towards a 'full' professional qualification.