

UCF Career Levels

Each level is defined by job characteristics such as organizational impact, complexity, and leadership responsibility, as well as knowledge and experience requirements. When reviewing the appropriate level for a job, the focus is always on the position, not the person. For more information on the appropriate salary within the paygrade assigned to the job, see the section on Individual Pay Positioning in the UCF Salary Administration Guidelines.

Job Levels 4 level model	1 – Entry	2 – Intermediate	3 – Experienced	4 – Advanced to Expert
3 level model	1 – Entry	2 – Intermediate to Experienced		3 – Advanced to Expert
Scope Description	Entry level for the job title, requiring limited to no prior experience in the role. Professional learns to use field-specific concepts to resolve problems of limited scope and complexity; works on assignments that require limited judgment and decision making.	Developing position where an employee is able to apply job skills, policies and procedures to complete tasks of moderate scope and complexity and to determine appropriate action.	Mid-level for the job title, requiring substantial experience in the role. Professional knows how to apply theory with full understanding of the professional field; has broad job knowledge and works on problems of diverse scope.	Highest level for the job title, requiring advanced knowledge. Professional is seen as a leader in the field; regularly leads projects of criticality to campus and beyond with high consequences of success or failure. Professional impacts and influences campus policy and program development. Barriers of entry exist.
Minimum Qualifications (may vary depending on job)	Typically requires a bachelor's degree and 0+ years of experience in the role.	Typically requires a bachelor's or master's degree and 2+ years of experience in the role.	Typically requires a bachelor's or master's degree and 4+ years of experience in the role.	Typically requires a bachelor's or master's degree and 6+ years of experience in the role.
Analogy *	Learning about rope and knots.	Can tie basic knots, learning complex knots.	Understands rope making and calculates rope strength, knows a lot about knots and can tie any knot.	Knows more about rope than you ever will, invented new knot.

* Analogy based on excerpt from Radford Benchmark Survey