CRITERIA AND ELIGIBILITY FOR PROMOTION

**Criteria**

Promotion requires the demonstration of successful performance at a higher level. Applicants must show clearly and unambiguously how they match the appropriate profile in:

1. Professional Skills (SFIA competency level)
2. Research and Development (achievements, outputs and funding)
3. Collaboration Levels (internal University collaboration and/or external collaboration)
4. Societal and Economic Impact
5. Professional Development

The types of evidence listed in the profiles are exemplars of activities in which applicants may be involved. They are not a checklist nor are they exhaustive; applicants may present other types of evidence to show how they meet the criteria.

Anyone considering applying for Promotion should ensure they receive clear advice and support from the ECIT Director on which areas, if any, in which they need to demonstrate greater levels of competence, in order to be seen as ready for promotion. A written record should be made by the ECIT Director and followed up through normal University processes such as appraisal.

Unfortunately, we can only consider work relation to applicants’ performance up to the closing date.

**Eligibility**

Applications for promotion shall be rendered void where an individual resigns from the University during the promotions exercise.