

Science and Technology Career Ladders

- This is a high level career development and management approach suited to those organisations that rely on innovation through research, development and new technology.
- The aims are :
 - ◆ providing the opportunity for the best science and technology staff in the organisation to continue to develop their careers without moving into management positions
 - ◆ to recognise the most senior Science and Technology staff in ways comparable with their colleagues in senior management
 - ◆ to enable those individuals appointed to the ladder, and those with potential to be appointed, to share with, and get feedback from, the Research and Development Leadership Team on their proposed scientific/technical career direction
- **mlh global hr consulting** has experience in the design, launch, and running of science and technology ladders and have found them to be both valued and valuable

Individual benefits:

- *Being rewarded in Science and Technology roles*
- *Creating a community of top scientists and technologists*
- *High profile appointment recognising contribution to the organisation*

Organisation benefits:

- *Increasing motivation and retention of key staff; keeping people in science and technology careers*
- *Encouraging and rewarding creativity and contribution of all science and technology staff*
- *Developing people and their scientific and technical direction*