Service Career System a new approach to manage competencies in an academic library

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Service Career System
a new approach to manage competencies in an academic library

Benefits

Employee

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- Aalto University supports the professional development of its employees by encouraging career advancement, flexible job rotation, or horizontal career moves.
- Employees are offered inspiring possibilities for learning and training and they are encouraged to share their expertise within the Aalto organization.

University/Library

- Aalto University regularly defines its university-level strategic competences. Most of these shared development needs are enablers that support core mission of the University: expertise in leadership and management, as well as expertise related to networking, collaboration, internationalisation and information technology.
- The training and professional development programmes are organised both at the University-level and in the Library level.
- As a practical tool service career system clarifies the roles and responsibilities within the service units and with new partnerships in particular.

Service Career System
70-20-10 model

Competence development support for service career system

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Case Aalto University

Library

Communications

An example of career development in Aalto service organization – horizontal mobility. The service career system of Aalto University is based on work profiles, set on a ladder-like framework with three-stage development steps. Moving forward within the frame depends on the progress made in gaining competence, experience, and results.

Where science and art meet technology and business

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