

# Career Planning and Career Paths Framework

## TALENT DEVELOPMENT

Credible career pathways help people see options and take a practical development step. This framework makes specialist, leadership, lateral and project routes understandable through role families, contribution levels and transition requirements. It connects organisational opportunity with individual aspirations, relevant evidence and supported experience, without promising an appointment.



### THE MODEL AT A GLANCE

#### The approach

Four pathway elements connect role families, contribution levels, credible routes and transition requirements. Six stages link the organisational map with individual aspirations, evidence and supported experience. The Career and Development Record turns exploration into practical action, with appointment decisions separately governed.

#### When to use it

- Specialists believe management is the only credible route to progression.
- Career conversations create aspirations without practical opportunities to build experience.
- Employees need to understand transferable skills and requirements for moves.

#### What the model covers

Career families • Contribution levels • Career pathways • Transition requirements • Map the landscape • Explore aspirations • Compare requirements • Plan development • Build experience • Review and choose

#### Value for your organisation

- Makes credible development routes visible beyond a single promotion ladder.
- Clarifies transition requirements and separates opportunities from illustrative possibilities.
- Gives career conversations a supported and practical next development step.

#### Put it into practice

Map credible specialist, management and lateral options within a role family. Discuss the employee's preferred contribution and compare evidence with one transition. Agree supported experience that builds relevant capability, then review progress and the next choice together.

#### Outputs you can use

- Career pathway maps showing families, levels and credible mobility routes.
- Transition profiles defining capability, evidence and support for possible moves.
- Career and Development Record capturing direction, experiences and review points.